**WAGE DETERMINATION NO: 94-2057 REV (32) AREA: CA,SAN DIEGO**WAGE DETERMINATION NO: **94-2057** REV (32) AREA: CA,SAN DIEGO

REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William A. Gross
DirectorDivision of
Wage Determinations

Wage Determination No.: 1994-2057

Revision No.: 32

Date Of Last Revision: 06/05/2003

State: California

Area: California Counties of Imperial, San Diego

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
0000 - Administrative Support and Clerical Occupations	
0001 - Accounting Clerk I	10.92
0002 - Accounting Clerk II	11.91
0003 - Accounting Clerk III	13.91
0004 - Accounting Clerk IV	17.29
0050 - Court Reporter	15.77
0059 - Dispatcher, Motor Vehicle	15.77
0060 - Document Preparation Clerk	11.70
0070 - Messenger (Courier)	10.86
0090 - Duplicating Machine Operator	11.70
0110 - Film/Tape Librarian	13.40
0115 - General Clerk I	8.32
0116 - General Clerk II	9.34
0117 - General Clerk III	11.70
0118 - General Clerk IV	13.40
0120 - Housing Referral Assistant	18.99
0131 - Key Entry Operator I	10.96
0132 - Key Entry Operator II	12.43
0191 - Order Clerk I	11.38
0192 - Order Clerk II	14.19
0261 - Personnel Assistant (Employment) I	13.39
0262 - Personnel Assistant (Employment) II	15.60
0263 - Personnel Assistant (Employment) III	18.79
0264 - Personnel Assistant (Employment) IV	21.98
0270 - Production Control Clerk	16.88
0290 - Rental Clerk	13.10
0300 - Scheduler, Maintenance	13.40
0311 - Secretary I	13.40
0312 - Secretary II	15.77
0313 - Secretary III	18.99
0314 - Secretary IV	21.47
0315 - Secretary V	25.37
0320 - Service Order Dispatcher	14.48
0341 - Stenographer I	11.70
0342 - Stenographer II	13.40
0400 - Supply Technician	21.47
0420 - Survey Worker (Interviewer)	15.77
0460 - Switchboard Operator-Receptionist	11.79
0510 - Test Examiner	15.77

01520 - Test Proctor	15.77
01531 - Travel Clerk I	10.45
01532 - Travel Clerk II	11.43
01533 - Travel Clerk III	12.54
01611 - Word Processor I	12.67
01612 - Word Processor II	15.57
01613 - Word Processor III	18.97
0000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.17
03041 - Computer Operator I	13.40
03042 - Computer Operator II	15.52
03043 - Computer Operator III	17.36
03044 - Computer Operator IV	20.39
03045 - Computer Operator V	22.57
03071 - Computer Programmer I (1)	19.68
03072 - Computer Programmer II (1)	24.39
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.78
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.03
05010 - Automotive Glass Installer	17.45
05040 - Automotive Worker	17.45
05070 - Electrician, Automotive	18.13
05100 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal Mechanic	18.76
05160 - Motor Equipment Metal Worker	17.45
05190 - Motor Vehicle Mechanic	18.43
05220 - Motor Vehicle Mechanic Helper	15.06
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.45
05310 - Painter, Automotive	18.46
05340 - Radiator Repair Specialist	17.45
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	18.76
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.28
07010 - Baker	12.00
07041 - Cook I	11.04
07042 - Cook II	12.00
07070 - Dishwasher	8.28
07130 - Meat Cutter	14.30
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	13.02
09070 - Furniture Refinisher	18.13
09100 - Furniture Refinisher Helper	15.06
09110 - Furniture Repairer, Minor	16.81
09130 - Upholsterer	18.13
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.77
11060 - Elevator Operator	9.11
11090 - Gardener	12.14
11121 - House Keeping Aid I	8.36
11122 - House Keeping Aid II	9.23
11150 - Janitor	9.22
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	8.36
1170 - Pest Controller	11.56

11260 - Refuse Collector	10.47
11330 - Tractor Operator	11.40
11360 - Window Cleaner	10.69
12000 - Health Occupations	
12020 - Dental Assistant	16.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.50
12071 - Licensed Practical Nurse I	12.34
12072 - Licensed Practical Nurse II	13.84
12073 - Licensed Practical Nurse III	15.52
12100 - Medical Assistant	11.80
12130 - Medical Laboratory Technician	15.04
12160 - Medical Record Clerk	13.89
12190 - Medical Record Technician	14.58
12221 - Nursing Assistant I	7.83
12222 - Nursing Assistant II	8.86
12223 - Nursing Assistant III	9.60
12224 - Nursing Assistant IV	10.80
12250 - Pharmacy Technician	14.53
12280 - Phlebotomist	14.34
12311 - Registered Nurse I	23.22
12312 - Registered Nurse II	27.35
12313 - Registered Nurse II, Specialist	27.35
12314 - Registered Nurse III	32.49
12315 - Registered Nurse III, Anesthetist	32.49
12316 - Registered Nurse IV	38.94
13000 - Information and Arts Occupations	
13001 - Audiovisual Librarian	19.52
13011 - Exhibits Specialist I	16.76
13012 - Exhibits Specialist II	19.53
13013 - Exhibits Specialist III	23.89
13041 - Illustrator I	17.97
13042 - Illustrator II	20.93
13043 - Illustrator III	25.61
13044 - Librarian	25.37
13050 - Library Technician	13.58
13071 - Photographer I	13.02
13072 - Photographer II	16.76
13073 - Photographer III	19.53
13074 - Photographer IV	23.89
13075 - Photographer V	28.91
14000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
14010 - Assembler	7.97
14030 - Counter Attendant	7.97
14040 - Dry Cleaner	9.93
14070 - Finisher Flatwork, Machine	7.97
14090 - Presser, Hand	7.97
14100 - Presser, Machine, Drycleaning	7.97
14130 - Presser, Machine, Shirts	7.97
14160 - Presser, Machine, Wearing Apparel, Laundry	7.97
14190 - Sewing Machine Operator	10.57
14220 - Tailor	11.20
14250 - Washer, Machine	8.65
15000 - Machine Tool Operation and Repair Occupations	
15010 - Machine-Tool Operator (Toolroom)	18.13
15040 - Tool and Die Maker	22.25
16000 - Material Handling and Packing Occupations	
16010 - Fuel Distribution System Operator	19.17
16020 - Material Coordinator	15.51
16030 - Material Expediter	15.51
16040 - Material Handling Laborer	9.82
16050 - Order Filler	10.93
16071 - Forklift Operator	13.93
16081 - Production Line Worker (Food Processing)	13.93

21100 - Shipping/Receiving Clerk	11.60
21130 - Shipping Packer	12.96
21140 - Store Worker I	9.76
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.85
21210 - Tools and Parts Attendant	12.95
21400 - Warehouse Specialist	13.93
22000 - Mechanics and Maintenance and Repair Occupations	
22010 - Aircraft Mechanic	20.78
22040 - Aircraft Mechanic Helper	15.36
22050 - Aircraft Quality Control Inspector	21.67
22060 - Aircraft Servicer	17.14
22070 - Aircraft Worker	17.79
22100 - Appliance Mechanic	18.13
22120 - Bicycle Repairer	15.52
22125 - Cable Splicer	21.57
22130 - Carpenter, Maintenance	18.13
22140 - Carpet Layer	17.45
22160 - Electrician, Maintenance	20.26
22181 - Electronics Technician, Maintenance I	14.23
22182 - Electronics Technician, Maintenance II	20.68
22183 - Electronics Technician, Maintenance III	24.77
22260 - Fabric Worker	16.81
22290 - Fire Alarm System Mechanic	18.76
22310 - Fire Extinguisher Repairer	16.12
22340 - Fuel Distribution System Mechanic	22.39
22370 - General Maintenance Worker	17.45
22400 - Heating, Refrigeration and Air Conditioning Mechanic	18.76
22430 - Heavy Equipment Mechanic	20.37
22440 - Heavy Equipment Operator	24.65
22460 - Instrument Mechanic	20.14
22470 - Laborer	10.95
22500 - Locksmith	18.13
22530 - Machinery Maintenance Mechanic	22.42
22550 - Machinist, Maintenance	18.96
22580 - Maintenance Trades Helper	15.06
22640 - Millwright	23.50
22700 - Office Appliance Repairer	19.34
22740 - Painter, Aircraft	18.46
22760 - Painter, Maintenance	18.13
22790 - Pipefitter, Maintenance	19.55
22800 - Plumber, Maintenance	18.89
22820 - Pseudraulic Systems Mechanic	20.14
22850 - Rigger	18.76
22870 - Scale Mechanic	18.33
22890 - Sheet-Metal Worker, Maintenance	18.76
22910 - Small Engine Mechanic	17.45
22930 - Telecommunication Mechanic I	19.76
22931 - Telecommunication Mechanic II	22.91
22950 - Telephone Lineman	19.76
22960 - Welder, Combination, Maintenance	18.76
22965 - Well Driller	19.74
22970 - Woodcraft Worker	20.14
22980 - Woodworker	16.06
23000 - Personal Needs Occupations	
23570 - Child Care Attendant	9.60
23580 - Child Care Center Clerk	13.39
23600 - Chore Aid	9.19
23630 - Homemaker	16.79
24000 - Plant and System Operation Occupations	
24010 - Boiler Tender	22.70
24040 - Sewage Plant Operator	23.28
24070 - Stationary Engineer	22.75
24190 - Ventilation Equipment Tender	16.57

18210 - Water Treatment Plant Operator	23.28
190 - Protective Service Occupations	
19000 - Police Officer	25.70
19004 - Alarm Monitor	19.44
19006 - Corrections Officer	20.59
19010 - Court Security Officer	22.34
19040 - Detention Officer	22.34
19070 - Firefighter	20.71
19101 - Guard I	9.13
19103 - Guard II	17.44
19200 - Stevedoring/Longshoremen Occupations	
19210 - Blocker and Bracer	16.80
19220 - Hatch Tender	16.13
19230 - Line Handler	16.13
19240 - Stevedore I	16.24
19250 - Stevedore II	18.17
19300 - Technical Occupations	
19310 - Graphic Artist	20.28
19310 - Air Traffic Control Specialist, Center (2)	30.18
19311 - Air Traffic Control Specialist, Station (2)	20.82
19312 - Air Traffic Control Specialist, Terminal (2)	22.93
19320 - Archeological Technician I	17.17
19324 - Archeological Technician II	19.21
19325 - Archeological Technician III	23.80
19330 - Cartographic Technician	22.77
19335 - Computer Based Training (CBT) Specialist/ Instructor	26.13
19340 - Civil Engineering Technician	22.87
19351 - Drafter I	13.34
19352 - Drafter II	14.98
19353 - Drafter III	19.27
19354 - Drafter IV	22.46
19381 - Engineering Technician I	14.99
19382 - Engineering Technician II	16.83
19383 - Engineering Technician III	20.26
19384 - Engineering Technician IV	24.68
19385 - Engineering Technician V	30.06
19386 - Engineering Technician VI	36.39
19390 - Environmental Technician	18.18
19390 - Flight Simulator/Instructor (Pilot)	30.38
19350 - Instructor	23.75
19310 - Laboratory Technician	18.27
19340 - Mathematical Technician	23.52
19361 - Paralegal/Legal Assistant I	17.86
19362 - Paralegal/Legal Assistant II	22.39
19363 - Paralegal/Legal Assistant III	27.39
19364 - Paralegal/Legal Assistant IV	33.13
19390 - Photooptics Technician	21.92
19480 - Technical Writer	25.76
19491 - Unexploded Ordnance (UXO) Technician I	19.18
19492 - Unexploded Ordnance (UXO) Technician II	23.21
19493 - Unexploded Ordnance (UXO) Technician III	27.82
19494 - Unexploded (UXO) Safety Escort	19.18
19495 - Unexploded (UXO) Sweep Personnel	19.18
19620 - Weather Observer, Senior (3)	19.32
19621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.40
19622 - Weather Observer, Upper Air (3)	17.40
2000 - Transportation/ Mobile Equipment Operation Occupations	
21030 - Bus Driver	13.49
21250 - Parking and Lot Attendant	8.08
21290 - Shuttle Bus Driver	11.47
21300 - Taxi Driver	9.30
21361 - Truckdriver, Light Truck	11.33
21362 - Truckdriver, Medium Truck	14.89

1163 - Truckdriver, Heavy Truck	15.83
1164 - Truckdriver, Tractor-Trailer	15.83
9900 - Miscellaneous Occupations	
99000 - Animal Caretaker	9.66
99030 - Cashier	10.94
99041 - Carnival Equipment Operator	11.56
99042 - Carnival Equipment Repairer	12.32
99043 - Carnival Worker	8.28
99050 - Desk Clerk	10.06
99091 - Embalmer	19.62
99100 - Lifeguard	10.08
99310 - Mortician	19.62
99350 - Park Attendant (Aide)	12.66
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.63
99500 - Recreation Specialist	13.95
99510 - Recycling Worker	13.15
99610 - Sales Clerk	10.92
99620 - School Crossing Guard (Crosswalk Attendant)	8.28
99630 - Sport Official	10.08
99650 - Survey Party Chief (Chief of Party)	21.91
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.92
99660 - Surveying Aide	14.31
99690 - Swimming Pool Operator	12.70
99720 - Vending Machine Attendant	11.97
99730 - Vending Machine Repairer	13.85
99740 - Vending Machine Repairer Helper	11.56

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or predecessor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or predecessor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1. Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2. APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3. WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

* UNIFORM ALLOWANCE **

Employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1144 (SF 1444))

Conformance Process:

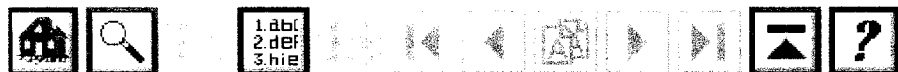
The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1. When preparing the bid, the contractor identifies the need for a conformed (occupation) and computes a proposed rate).
2. After contract award, the contractor prepares a written report listing in order (proposed classification title), a Federal grade equivalency (FGE) for each

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Performances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

1 2 3 4 5 6 7 8 9 10 11 12



**WAGE DETERMINATION NO: 94-2103 REV (30) AREA: DC,DISTRICT-WIDE**WAGE DETERMINATION NO: **94-2103** REV (30) AREA: DC,DISTRICT-WIDE
 REGISTERED OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210
William V. Gross
DirectorDivision of
Wage Determinations
 Wage Determination No.: 1994-2103
 Revision No.: 30
 Date Of Last Revision: 06/03/2003

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St
Mary'sVirginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King
George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
1000 - Administrative Support and Clerical Occupations	
1001 - Accounting Clerk I	11.18
1002 - Accounting Clerk II	12.74
1003 - Accounting Clerk III	14.30
1004 - Accounting Clerk IV	16.37
1005 - Court Reporter	16.43
1050 - Dispatcher, Motor Vehicle	16.09
1060 - Document Preparation Clerk	12.42
1070 - Messenger (Courier)	10.23
1090 - Duplicating Machine Operator	12.42
1110 - Film/Tape Librarian	14.65
1115 - General Clerk I	11.68
1116 - General Clerk II	13.72
1117 - General Clerk III	15.32
1118 - General Clerk IV	18.74
1150 - Housing Referral Assistant	19.04
1181 - Key Entry Operator I	10.80
1182 - Key Entry Operator II	12.07
1191 - Order Clerk I	14.74
1192 - Order Clerk II	16.29
1261 - Personnel Assistant (Employment) I	13.05
1262 - Personnel Assistant (Employment) II	14.24
1263 - Personnel Assistant (Employment) III	16.42
1264 - Personnel Assistant (Employment) IV	19.60
1270 - Production Control Clerk	17.28
1290 - Rental Clerk	15.42
1300 - Scheduler, Maintenance	15.26
1311 - Secretary I	15.26
1312 - Secretary II	16.56
1313 - Secretary III	19.04
1314 - Secretary IV	20.15
1315 - Secretary V	23.47
1320 - Service Order Dispatcher	15.44
1341 - Stenographer I	14.68
1342 - Stenographer II	16.47

01400 - Supply Technician	20.15
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.96
01510 - Test Examiner	16.56
01520 - Test Proctor	16.56
01531 - Travel Clerk I	11.63
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.41
01611 - Word Processor I	11.80
01612 - Word Processor II	14.22
01613 - Word Processor III	16.65
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.86
03041 - Computer Operator I	14.30
03042 - Computer Operator II	15.82
03043 - Computer Operator III	18.60
03044 - Computer Operator IV	20.44
03045 - Computer Operator V	22.94
03071 - Computer Programmer I (1)	19.64
03072 - Computer Programmer II (1)	23.05
03073 - Computer Programmer III (1)	26.99
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.30
05000 - Automotive Service Occupations	
05020 - Automotive Body Repairer, Fiberglass	22.73
05030 - Automotive Glass Installer	17.88
05040 - Automotive Worker	17.88
05070 - Electrician, Automotive	18.95
05100 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.98
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.81
05350 - Motor Vehicle Upholstery Worker	17.88
05380 - Motor Vehicle Wrecker	17.88
05410 - Painter, Automotive	18.95
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	19.98
06000 - Food Preparation and Service Occupations	
06030 - Food Service Worker	9.01
06010 - Baker	11.87
06041 - Cook I	10.93
06042 - Cook II	12.46
06070 - Dishwasher	9.22
06130 - Meat Cutter	16.07
06250 - Waiter/Waitress	8.59
07000 - Furniture Maintenance and Repair Occupations	
07010 - Electrostatic Spray Painter	18.05
07040 - Furniture Handler	12.55
07070 - Furniture Refinisher	18.05
07200 - Furniture Refinisher Helper	13.85
07210 - Furniture Repairer, Minor	16.01
07300 - Upholsterer	18.05
08000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	12.98
11121 - House Keeping Aid I	9.13
11122 - House Keeping Aid II	9.39

11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	10.75
11240 - Maid or Houseman	9.28
11270 - Pest Controller	12.44
11300 - Refuse Collector	10.88
11330 - Tractor Operator	12.73
11360 - Window Cleaner	10.51
11000 - Health Occupations	
11030 - Dental Assistant	15.80
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.08
12070 - Licensed Practical Nurse I	14.63
12071 - Licensed Practical Nurse II	16.42
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	12.94
12130 - Medical Laboratory Technician	15.32
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.97
12221 - Nursing Assistant I	8.46
12222 - Nursing Assistant II	9.52
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	11.21
12311 - Registered Nurse I	24.00
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	34.48
12315 - Registered Nurse III, Anesthetist	34.48
12316 - Registered Nurse IV	41.33
13000 - Information and Arts Occupations	
13001 - Audiovisual Librarian	18.95
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	22.48
13013 - Exhibits Specialist III	27.29
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13044 - Librarian	22.33
13050 - Library Technician	16.28
13071 - Photographer I	13.93
13072 - Photographer II	15.64
13073 - Photographer III	19.56
13074 - Photographer IV	24.08
13075 - Photographer V	26.50
14000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.71
15030 - Counter Attendant	8.71
15040 - Dry Cleaner	9.94
15070 - Finisher, Flatwork, Machine	8.71
15090 - Presser, Hand	8.71
15100 - Presser, Machine, Drycleaning	8.71
15130 - Presser, Machine, Shirts	8.71
15160 - Presser, Machine, Wearing Apparel, Laundry	8.71
15190 - Sewing Machine Operator	10.67
15210 - Tailor	12.43
15250 - Washer, Machine	9.31
16000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.95
19040 - Tool and Die Maker	23.05
20000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.38
21030 - Material Coordinator	17.12
21050 - Material Expediter	17.12

11040 - Material Handling Laborer	11.50
11050 - Order Filler	13.21
11070 - Forklift Operator	14.58
11080 - Production Line Worker (Food Processing)	14.08
11100 - Shipping/Receiving Clerk	13.09
11130 - Shipping Packer	13.02
11140 - Store Worker I	9.06
11150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.01
11210 - Tools and Parts Attendant	16.99
11400 - Warehouse Specialist	15.76
12000 - Mechanics and Maintenance and Repair Occupations	
13010 - Aircraft Mechanic	22.24
13040 - Aircraft Mechanic Helper	14.71
13050 - Aircraft Quality Control Inspector	23.43
13060 - Aircraft Servicer	17.82
13070 - Aircraft Worker	18.09
13100 - Appliance Mechanic	18.95
13120 - Bicycle Repairer	14.43
13125 - Cable Splicer	22.51
13130 - Carpenter, Maintenance	18.95
13140 - Carpet Layer	17.61
13160 - Electrician, Maintenance	22.59
13180 - Electronics Technician, Maintenance I	16.88
13181 - Electronics Technician, Maintenance II	21.92
13183 - Electronics Technician, Maintenance III	23.87
13260 - Fabric Worker	16.55
13290 - Fire Alarm System Mechanic	19.98
13310 - Fire Extinguisher Repairer	15.69
13340 - Fuel Distribution System Mechanic	20.93
13370 - General Maintenance Worker	17.28
13400 - Heating, Refrigeration and Air Conditioning Mechanic	19.25
13430 - Heavy Equipment Mechanic	19.98
13440 - Heavy Equipment Operator	20.28
13460 - Instrument Mechanic	19.98
13470 - Laborer	11.79
13500 - Locksmith	18.95
13530 - Machinery Maintenance Mechanic	20.51
13550 - Machinist, Maintenance	21.52
13580 - Maintenance Trades Helper	14.54
13640 - Millwright	19.70
13700 - Office Appliance Repairer	18.95
13740 - Painter, Aircraft	21.29
13760 - Painter, Maintenance	18.95
13790 - Pipefitter, Maintenance	20.94
13800 - Plumber, Maintenance	19.86
13820 - Pneudraulic Systems Mechanic	19.98
13850 - Rigger	19.98
13870 - Scale Mechanic	17.88
13890 - Sheet-Metal Worker, Maintenance	19.98
13910 - Small Engine Mechanic	20.05
13930 - Telecommunication Mechanic I	19.41
13931 - Telecommunication Mechanic II	20.45
13950 - Telephone Lineman	20.93
13960 - Welder, Combination, Maintenance	19.98
13965 - Well Driller	19.98
13970 - Woodcraft Worker	19.98
13980 - Woodworker	15.32
14000 - Personal Needs Occupations	
14570 - Child Care Attendant	11.37
14580 - Child Care Center Clerk	15.86
14600 - Chore Aid	8.86
14630 - Homemaker	16.45
15000 - Plant and System Operation Occupations	

15010 - Boiler Tender	22.20
15040 - Sewage Plant Operator	19.52
15050 - Stationary Engineer	22.20
15190 - Ventilation Equipment Tender	13.85
15210 - Water Treatment Plant Operator	19.72
1800 - Protective Service Occupations	
1800 (net) - Police Officer	21.76
18004 - Alarm Monitor	15.26
18006 - Corrections Officer	17.69
18010 - Court Security Officer	19.46
18040 - Detention Officer	18.29
18070 - Firefighter	19.72
18100 - Guard I	9.51
18101 - Guard II	12.53
1800 - Stevedoring/Longshoremen Occupations	
18010 - Blocker and Bracer	16.76
18030 - Hatch Tender	16.76
18040 - Line Handler	16.76
18040 - Stevedore I	15.76
18050 - Stevedore II	17.78
2000 - Technical Occupations	
20150 - Graphic Artist	20.52
20010 - Air Traffic Control Specialist, Center (2)	29.85
20011 - Air Traffic Control Specialist, Station (2)	20.59
20012 - Air Traffic Control Specialist, Terminal (2)	22.67
20013 - Archeological Technician I	15.52
20024 - Archeological Technician II	17.35
20025 - Archeological Technician III	21.51
20030 - Cartographic Technician	22.87
20035 - Computer Based Training (CBT) Specialist/ Instructor	25.84
20040 - Civil Engineering Technician	19.56
20051 - Drafter I	13.01
20052 - Drafter II	16.29
20053 - Drafter III	18.30
20054 - Drafter IV	22.87
20051 - Engineering Technician I	16.15
20052 - Engineering Technician II	18.75
20053 - Engineering Technician III	22.54
20054 - Engineering Technician IV	25.86
20055 - Engineering Technician V	31.62
20056 - Engineering Technician VI	38.26
20091 - Environmental Technician	19.29
20100 - Flight Simulator/Instructor (Pilot)	30.54
20150 - Instructor	23.97
20210 - Laboratory Technician	16.87
20240 - Mathematical Technician	23.39
20351 - Paralegal/Legal Assistant I	18.38
20352 - Paralegal/Legal Assistant II	23.44
20353 - Paralegal/Legal Assistant III	28.68
20354 - Paralegal/Legal Assistant IV	34.69
20390 - Photooptics Technician	22.87
20480 - Technical Writer	25.08
20491 - Unexploded Ordnance (UXO) Technician I	18.97
20492 - Unexploded Ordnance (UXO) Technician II	22.96
20493 - Unexploded Ordnance (UXO) Technician III	27.51
20494 - Unexploded (UXO) Safety Escort	18.97
20495 - Unexploded (UXO) Sweep Personnel	18.97
20620 - Weather Observer, Senior (3)	21.32
20621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.30
20622 - Weather Observer, Upper Air (3)	18.30
2000 - Transportation/ Mobile Equipment Operation Occupations	
21000 - Bus Driver	15.95
21050 - Parking and Lot Attendant	8.62

91290 - Shuttle Bus Driver	12.94
91400 - Taxi Driver	10.99
91461 - Truckdriver, Light Truck	12.37
91462 - Truckdriver, Medium Truck	15.72
91463 - Truckdriver, Heavy Truck	18.40
91464 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99000 - Animal Caretaker	9.33
99010 - Cashier	8.53
99041 - Carnival Equipment Operator	11.78
99042 - Carnival Equipment Repairer	12.69
99043 - Carnival Worker	7.93
99050 - Desk Clerk	9.78
99095 - Embalmer	19.04
99100 - Lifeguard	9.97
99110 - Mortician	22.94
99150 - Park Attendant (Aide)	12.52
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.81
99500 - Recreation Specialist	15.94
99510 - Recycling Worker	14.06
99610 - Sales Clerk	10.49
99620 - School Crossing Guard (Crosswalk Attendant)	11.37
99630 - Sport Official	11.24
99653 - Survey Party Chief (Chief of Party)	16.41
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.60
99660 - Surveying Aide	10.20
99690 - Swimming Pool Operator	13.54
99710 - Vending Machine Attendant	10.43
99730 - Vending Machine Repairer	13.54
99740 - Vending Machine Repairer Helper	11.02

A.1. OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or predecessor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or predecessor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1. Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2. APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3. WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

4. HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

in photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

UNIFORM ALLOWANCE **

Employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such unlisted classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be performed.

The process for preparing a conformance request is as follows:

After contract award, the contractor prepares a written report listing in order (proposed classification title), a Federal grade equivalency (FGE) for each (proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performed any contract work.

4. Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the Request.

6. The contractor informs the affected employees.

When preparing a conformance request, the "Service Contract Act Directory of

"Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Performances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

$$1 \rightarrow \mathcal{E}_1 \rightarrow \mathcal{E}_2 \rightarrow \mathcal{E}_3 \rightarrow \mathcal{E}_4 \rightarrow \mathcal{E}_5$$


**WAGE DETERMINATION NO: 94-2121 REV (25) AREA: FL,NORTHWEST FLORIDA**WAGE DETERMINATION NO: **94-2121** REV (25) AREA: FL,NORTHWEST FLORIDA

REGISTERED OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William J. Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2121
Revision No.: 25
Date Of Last Revision: 09/30/2003

State: Florida

Cover: Florida Counties of Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes,
Jackson, Jefferson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
0000 - Administrative Support and Clerical Occupations	
0101 - Accounting Clerk I	9.75
0102 - Accounting Clerk II	10.84
0103 - Accounting Clerk III	12.83
0104 - Accounting Clerk IV	15.52
0105 - Court Reporter	12.87
0106 - Dispatcher, Motor Vehicle	12.54
0107 - Document Preparation Clerk	9.23
0108 - Messenger (Courier)	8.05
0109 - Duplicating Machine Operator	9.23
0110 - Film/Tape Librarian	11.63
0111 - General Clerk I	6.72
0112 - General Clerk II	8.53
0113 - General Clerk III	9.99
0114 - General Clerk IV	11.22
0115 - Housing Referral Assistant	13.18
0116 - Key Entry Operator I	9.90
0117 - Key Entry Operator II	12.09
0118 - Order Clerk I	9.98
0119 - Order Clerk II	13.07
0120 - Personnel Assistant (Employment) I	8.42
0121 - Personnel Assistant (Employment) II	10.68
0122 - Personnel Assistant (Employment) III	12.50
0123 - Personnel Assistant (Employment) IV	14.04
0124 - Production Control Clerk	13.44
0125 - Rental Clerk	10.38
0126 - Scheduler, Maintenance	11.40
0127 - Secretary I	11.40
0128 - Secretary II	12.75
0129 - Secretary III	14.20
0130 - Secretary IV	15.79
0131 - Secretary V	17.49
0132 - Service Order Dispatcher	11.09
0133 - Stenographer I	9.74
0134 - Stenographer II	12.22
0135 - Supply Technician	13.95
0136 - Survey Worker (Interviewer)	11.74
0137 - Switchboard Operator-Receptionist	9.36

1540 - Test Examiner	12.19	
1550 - Test Proctor	12.19	
1560 - Travel Clerk I	9.78	
1562 - Travel Clerk II	10.40	
1564 - Travel Clerk III	10.98	
1580 - Word Processor I	9.59	
1581 - Word Processor II	11.53	
1582 - Word Processor III	12.18	
1600 - Automatic Data Processing Occupations		
16010 - Computer Data Librarian	9.69	
16041 - Computer Operator I	10.81	
16042 - Computer Operator II	12.86	
16043 - Computer Operator III	14.62	
16044 - Computer Operator IV	16.95	
16045 - Computer Operator V	17.82	
16071 - Computer Programmer I (1)	15.92	
16072 - Computer Programmer II (1)	19.71	
16073 - Computer Programmer III (1)	21.55	
16074 - Computer Programmer IV (1)	27.02	
16101 - Computer Systems Analyst I (1)	21.44	
16102 - Computer Systems Analyst II (1)	24.66	
16103 - Computer Systems Analyst III (1)	27.62	
16150 - Peripheral Equipment Operator	11.27	
1600 - Automotive Service Occupations		
16005 - Automotive Body Repairer, Fiberglass	17.84	
16010 - Automotive Glass Installer	17.66	
16040 - Automotive Worker	16.05	
16070 - Electrician, Automotive	16.94	
16100 - Mobile Equipment Servicer	14.27	
16150 - Motor Equipment Metal Mechanic	17.84	
16160 - Motor Equipment Metal Worker	16.05	
16190 - Motor Vehicle Mechanic	17.84	
16230 - Motor Vehicle Mechanic Helper	13.32	
16250 - Motor Vehicle Upholstery Worker	15.19	
16330 - Motor Vehicle Wrecker	16.05	
16340 - Painter, Automotive	16.94	
16340 - Radiator Repair Specialist	16.05	
16370 - Tire Repairer	13.79	
16400 - Transmission Repair Specialist	17.84	
17000 - Food Preparation and Service Occupations		
170050 - Food Service Worker	6.94	
17010 - Baker	10.02	07041 - Cook I
17040 - Cook II	10.02	
17070 - Dishwasher	6.72	
17130 - Meat Cutter	10.51	
17250 - Waiter/Waitress	7.14	
18000 - Furniture Maintenance and Repair Occupations		
18010 - Electrostatic Spray Painter	16.94	
18040 - Furniture Handler	12.50	
18070 - Furniture Refinisher	16.94	
18100 - Furniture Refinisher Helper	13.32	
18110 - Furniture Repairer, Minor	15.19	
18130 - Upholsterer	16.94	
19000 - General Services and Support Occupations		
19030 - Cleaner, Vehicles	7.21	
19050 - Elevator Operator	7.21	
19090 - Gardener	10.91	
19130 - House Keeping Aid I	7.14	
19130 - House Keeping Aid II	7.62	
19150 - Janitor	7.86	
19170 - Laborer, Grounds Maintenance	8.72	
19180 - Maid or Houseman	7.14	
19190 - Pest Controller	10.66	

11490 - Refuse Collector	7.63
11491 - Tractor Operator	10.17
11492 - Window Cleaner	8.06
11500 - Health Occupations	
11520 - Dental Assistant	11.61
11540 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.94
11570 - Licensed Practical Nurse I	11.88
11580 - Licensed Practical Nurse II	13.33
11590 - Licensed Practical Nurse III	14.91
11600 - Medical Assistant	10.70
11630 - Medical Laboratory Technician	10.79
11660 - Medical Record Clerk	10.75
11690 - Medical Record Technician	13.54
11720 - Nursing Assistant I	7.75
11730 - Nursing Assistant II	8.71
11740 - Nursing Assistant III	9.51
11750 - Nursing Assistant IV	10.65
11750 - Pharmacy Technician	12.19
11780 - Phlebotomist	12.36
11810 - Registered Nurse I	16.82
11810 - Registered Nurse II	20.59
11810 - Registered Nurse II, Specialist	20.59
11810 - Registered Nurse III	24.91
11810 - Registered Nurse III, Anesthetist	24.91
11810 - Registered Nurse IV	29.85
11900 - Information and Arts Occupations	
11900 - Audiovisual Librarian	16.56
11910 - Exhibits Specialist I	16.79
11910 - Exhibits Specialist II	20.45
11910 - Exhibits Specialist III	24.05
11940 - Illustrator I	15.31
11940 - Illustrator II	18.65
11940 - Illustrator III	21.94
11940 - Librarian	17.89
11950 - Library Technician	12.42
11970 - Photographer I	14.03
11970 - Photographer II	16.60
11970 - Photographer III	20.21
11970 - Photographer IV	23.79
11970 - Photographer V	28.76
12000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
12010 - Assembler	6.94
12010 - Counter Attendant	6.94
12040 - Dry Cleaner	8.32
12070 - Finisher, Flatwork, Machine	6.94
12090 - Presser, Hand	6.94
12090 - Presser, Machine, Drycleaning	6.94
12090 - Presser, Machine, Shirts	6.94
12090 - Presser, Machine, Wearing Apparel, Laundry	6.94
12090 - Sewing Machine Operator	8.98
12110 - Tailor	9.51
12150 - Washer, Machine	7.32
12200 - Machine Tool Operation and Repair Occupations	
12200 - Machine-Tool Operator (Toolroom)	16.94
12240 - Tool and Die Maker	20.53
12300 - Material Handling and Packing Occupations	
12310 - Fuel Distribution System Operator	15.08
12320 - Material Coordinator	16.41
12330 - Material Expediter	16.41
12340 - Material Handling Laborer	10.44
12350 - Order Filler	10.18
12370 - Forklift Operator	12.50
12380 - Production Line Worker (Food Processing)	13.32

11100 - Shipping/Receiving Clerk	10.33	
11130 - Shipping Packer	10.33	
11140 - Store Worker I	8.84	
11150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.82	
11210 - Tools and Parts Attendant	13.32	
11400 - Warehouse Specialist	12.50	
1200 - Mechanics and Maintenance and Repair Occupations		
12010 - Aircraft Mechanic	17.84	
12040 - Aircraft Mechanic Helper	13.32	
12050 - Aircraft Quality Control Inspector	18.75	
12060 - Aircraft Servicer	15.19	
12070 - Aircraft Worker	16.05	
12100 - Appliance Mechanic	16.94	
12120 - Bicycle Repairer	13.79	
12125 - Cable Splicer	17.84	
12130 - Carpenter, Maintenance	16.94	
12140 - Carpet Layer	16.05	
12160 - Electrician, Maintenance	17.84	
12180 - Electronics Technician, Maintenance I	18.29	
12185 - Electronics Technician, Maintenance II	21.17	
12187 - Electronics Technician, Maintenance III	22.30	
12260 - Fabric Worker	15.19	
12290 - Fire Alarm System Mechanic	17.84	
12310 - Fire Extinguisher Repairer	14.27	
12340 - Fuel Distribution System Mechanic	17.84	
12370 - General Maintenance Worker	16.05	
12400 - Heating, Refrigeration and Air Conditioning Mechanic	17.84	
12430 - Heavy Equipment Mechanic	17.84	
12440 - Heavy Equipment Operator	17.84	
12460 - Instrument Mechanic	17.84	
12470 - Laborer	9.00	
12500 - Locksmith	16.94	
12530 - Machinery Maintenance Mechanic	19.48	
12550 - Machinist, Maintenance	17.84	
12580 - Maintenance Trades Helper	13.32	
12640 - Millwright	17.84	
12700 - Office Appliance Repairer	16.94	
12740 - Painter, Aircraft	16.94	
12760 - Painter, Maintenance	16.94	
12790 - Pipefitter, Maintenance	17.84	
12800 - Plumber, Maintenance	16.94	
12820 - Pneudraulic Systems Mechanic	17.84	
12850 - Rigger	17.84	
12870 - Scale Mechanic	16.05	
12890 - Sheet-Metal Worker, Maintenance	17.84	
12910 - Small Engine Mechanic	16.05	
12930 - Telecommunication Mechanic I	17.84	
12931 - Telecommunication Mechanic II	18.75	
12950 - Telephone Lineman	17.84	
12960 - Welder, Combination, Maintenance	17.84	
12965 - Well Driller	17.84	
12970 - Woodcraft Worker	17.84	
12980 - Woodworker	14.27	
1300 - Personal Needs Occupations		
13570 - Child Care Attendant	7.13	
13580 - Child Care Center Clerk	8.88	
13600 - Chore Aid	7.17	
13630 - Homemaker	9.91	
1400 - Plant and System Operation Occupations		
14010 - Boiler Tender	17.84	
14040 - Sewage Plant Operator	16.94	
14070 - Stationary Engineer	17.84	
14190 - Ventilation Equipment Tender	13.32	25210 - Water Tr

1000 - Protective Service Occupations	
1000 - Police Officer	17.48
1004 - Alarm Monitor	8.14
1006 - Corrections Officer	15.29
1010 - Court Security Officer	15.52
1040 - Detention Officer	15.29
1070 - Firefighter	14.91
1101 - Guard I	7.41
1101 - Guard II	8.14
1200 - Stevedoring/Longshoremen Occupations	
1201 - Blocker and Bracer	14.56
1202 - Hatch Tender	14.56
1203 - Line Handler	14.56
1204 - Stevedore I	13.72
1205 - Stevedore II	15.29
1300 - Technical Occupations	
1315 - Graphic Artist	18.39
1318 - Air Traffic Control Specialist, Center (2)	29.36
1318 - Air Traffic Control Specialist, Station (2)	20.24
1318 - Air Traffic Control Specialist, Terminal (2)	22.29
1301 - Archeological Technician I	11.13
1302 - Archeological Technician II	12.53
1303 - Archeological Technician III	15.47
1304 - Cartographic Technician	14.95
1305 - Computer Based Training (CBT) Specialist/ Instructor	21.05
1306 - Civil Engineering Technician	17.79
1307 - Drafter I	11.83
1308 - Drafter II	14.19
1309 - Drafter III	16.79
1310 - Drafter IV	20.45
1311 - Engineering Technician I	10.13
1312 - Engineering Technician II	11.34
1313 - Engineering Technician III	12.71
1314 - Engineering Technician IV	15.72
1315 - Engineering Technician V	19.25
1316 - Engineering Technician VI	23.28
1317 - Environmental Technician	14.06
1318 - Flight Simulator/Instructor (Pilot)	24.22
1319 - Instructor	18.88
1320 - Laboratory Technician	15.09
1321 - Mathematical Technician	15.47
1322 - Paralegal/Legal Assistant I	11.29
1323 - Paralegal/Legal Assistant II	12.91
1324 - Paralegal/Legal Assistant III	15.80
1325 - Paralegal/Legal Assistant IV	19.11
1326 - Photooptics Technician	14.88
1327 - Technical Writer	23.22
1328 - Unexploded Ordnance (UXO) Technician I	18.66
1329 - Unexploded Ordnance (UXO) Technician II	22.57
1330 - Unexploded Ordnance (UXO) Technician III	27.05
1331 - Unexploded (UXO) Safety Escort	18.66
1332 - Unexploded (UXO) Sweep Personnel	18.66
1333 - Weather Observer, Senior (3)	17.69
1334 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.09
1335 - Weather Observer, Upper Air (3)	15.09
1400 - Transportation/ Mobile Equipment Operation Occupations	
1401 - Bus Driver	13.50
1402 - Parking and Lot Attendant	7.89
1403 - Shuttle Bus Driver	11.85
1404 - Taxi Driver	10.52
1405 - Truckdriver, Light Truck	11.85
1406 - Truckdriver, Medium Truck	12.22
1407 - Truckdriver, Heavy Truck	12.96

9334 - Truckdriver, Tractor-Trailer	12.96
9339 - Miscellaneous Occupations	
9339 - Animal Caretaker	8.88
9339 - Cashier	7.04
9341 - Carnival Equipment Operator	8.99
9342 - Carnival Equipment Repairer	9.64
9343 - Carnival Worker	7.51
9350 - Desk Clerk	8.25
9395 - Embalmer	18.66
9399 - Lifeguard	8.06
9310 - Mortician	18.66
9340 - Park Attendant (Aide)	10.13
9340 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.23
9350 - Recreation Specialist	11.63
9310 - Recycling Worker	8.98
9310 - Sales Clerk	8.06
9330 - School Crossing Guard (Crosswalk Attendant)	7.80
9340 - Sport Official	7.01
9358 - Survey Party Chief (Chief of Party)	12.41
9359 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.28
9360 - Surveying Aide	6.74
9390 - Swimming Pool Operator	11.26
9320 - Vending Machine Attendant	9.34
9330 - Vending Machine Repairer	11.26
9340 - Vending Machine Repairer Helper	9.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or predecessor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or predecessor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of Basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

8 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to (distance - or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minima damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract whether by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

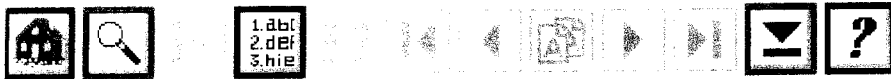
The process for preparing a conformance request is as follows:

After preparing the bid, the contractor identifies the need for a conformed (occupation) and computes a proposed rate).

After contract award, the contractor prepares a written report listing in order (proposed classification title), a Federal grade equivalency (FGE) for each (proposed classification), job description), and rationale for proposed wage

21. $x = 80$ and $y = 20$



**WAGE DETERMINATION NO: 94-2333 REV (22) AREA: NV,RENO**WAGE DETERMINATION NO: **94-2333** REV (22) AREA: NV,RENO

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 OFFICE OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL***
 WASHINGTON D.C. 20210

William H. Gross	Division of	Wage Determination No.: 1994-2333
Director	Wage Determinations	Revision No.: 22
		Date Of Last Revision: 08/20/2003

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada: All Counties except : Clark, Esmeralda, Lincoln, Nye

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
0000 - Administrative Support and Clerical Occupations	
0101 - Accounting Clerk I	11.44
0102 - Accounting Clerk II	12.49
0103 - Accounting Clerk III	13.70
0104 - Accounting Clerk IV	15.90
0109 - Court Reporter	14.61
0109 - Dispatcher, Motor Vehicle	14.76
0109 - Document Preparation Clerk	11.26
0109 - Messenger (Courier)	9.32
0109 - Duplicating Machine Operator	11.99
0110 - Film/Tape Librarian	12.58
0116 - General Clerk I	9.50
0116 - General Clerk II	10.70
0117 - General Clerk III	11.17
0118 - General Clerk IV	12.55
0123 - Housing Referral Assistant	16.72
0131 - Key Entry Operator I	10.57
0132 - Key Entry Operator II	12.35
0191 - Order Clerk I	11.56
0192 - Order Clerk II	13.67
0161 - Personnel Assistant (Employment) I	11.40
0162 - Personnel Assistant (Employment) II	12.79
0163 - Personnel Assistant (Employment) III	13.05
0164 - Personnel Assistant (Employment) IV	16.26
0127 - Production Control Clerk	14.75
0129 - Rental Clerk	10.40
0130 - Scheduler, Maintenance	13.16
0131 - Secretary I	13.16
0132 - Secretary II	14.61
0133 - Secretary III	16.72
0134 - Secretary IV	17.48
0135 - Secretary V	19.36
0125 - Service Order Dispatcher	13.35
0141 - Stenographer I	12.90
0142 - Stenographer II	14.48
0143 - Supply Technician	17.48
0142 - Survey Worker (Interviewer)	12.64
0146 - Switchboard Operator-Receptionist	10.53

1510 - Test Examiner	13.42
1520 - Test Proctor	13.42
1531 - Travel Clerk I	10.16
1532 - Travel Clerk II	10.68
1533 - Travel Clerk III	11.19
1611 - Word Processor I	12.18
1612 - Word Processor II	13.57
1613 - Word Processor III	15.17
1700 - Automatic Data Processing Occupations	
1701 - Computer Data Librarian	12.87
17041 - Computer Operator I	9.68
17042 - Computer Operator II	12.34
17043 - Computer Operator III	14.31
17044 - Computer Operator IV	15.92
17045 - Computer Operator V	17.63
17071 - Computer Programmer I (1)	15.27
17072 - Computer Programmer II (1)	18.94
17073 - Computer Programmer III (1)	23.67
17074 - Computer Programmer IV (1)	27.23
17101 - Computer Systems Analyst I (1)	20.99
17102 - Computer Systems Analyst II (1)	25.39
17103 - Computer Systems Analyst III (1)	27.62
17160 - Peripheral Equipment Operator	10.21
1800 - Automotive Service Occupations	
18060 - Automotive Body Repairer, Fiberglass	20.20
18061 - Automotive Glass Installer	17.84
18040 - Automotive Worker	17.84
18050 - Electrician, Automotive	19.19
18100 - Mobile Equipment Servicer	15.74
18130 - Motor Equipment Metal Mechanic	19.19
18160 - Motor Equipment Metal Worker	17.84
18190 - Motor Vehicle Mechanic	19.73
18220 - Motor Vehicle Mechanic Helper	15.74
18250 - Motor Vehicle Upholstery Worker	17.84
18380 - Motor Vehicle Wrecker	17.84
18310 - Painter, Automotive	18.61
18340 - Radiator Repair Specialist	17.84
18370 - Tire Repairer	13.42
18400 - Transmission Repair Specialist	19.19
1900 - Food Preparation and Service Occupations	
19010 - Food Service Worker	8.27
19011 - Baker	11.80
19041 - Cook I	9.75
19042 - Cook II	10.57
19070 - Dishwasher	7.38
19130 - Meat Cutter	11.80
19150 - Waiter/Waitress	7.15
2000 - Furniture Maintenance and Repair Occupations	
20010 - Electrostatic Spray Painter	17.26
20040 - Furniture Handler	13.89
20070 - Furniture Refinisher	17.26
20100 - Furniture Refinisher Helper	13.89
20110 - Furniture Repairer, Minor	15.55
20130 - Upholsterer	15.74
2100 - General Services and Support Occupations	
21030 - Cleaner, Vehicles	7.85
21060 - Elevator Operator	9.33
21090 - Gardener	11.68
21110 - House Keeping Aid I	8.06
21120 - House Keeping Aid II	8.69
21150 - Janitor	9.33
21210 - Laborer, Grounds Maintenance	9.71
21240 - Maid or Houseman	8.06

1170 - Pest Controller	10.92
1180 - Refuse Collector	9.33
1190 - Tractor Operator	11.17
1260 - Window Cleaner	9.94
1300 - Health Occupations	
1300 - Dental Assistant	13.22
1340 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.93
1371 - Licensed Practical Nurse I	12.12
1372 - Licensed Practical Nurse II	13.60
1373 - Licensed Practical Nurse III	15.21
1380 - Medical Assistant	13.60
1380 - Medical Laboratory Technician	13.60
1380 - Medical Record Clerk	11.24
1390 - Medical Record Technician	13.54
1391 - Nursing Assistant I	8.32
1392 - Nursing Assistant II	9.34
1393 - Nursing Assistant III	10.20
1394 - Nursing Assistant IV	11.44
1395 - Pharmacy Technician	13.28
1396 - Phlebotomist	12.49
1397 - Registered Nurse I	16.54
1398 - Registered Nurse II	23.26
1399 - Registered Nurse II, Specialist	23.26
1400 - Registered Nurse III	24.50
1401 - Registered Nurse III, Anesthetist	24.50
1402 - Registered Nurse IV	29.35
1400 - Information and Arts Occupations	
1400 - Audiovisual Librarian	16.72
1401 - Exhibits Specialist I	14.54
1402 - Exhibits Specialist II	18.00
1403 - Exhibits Specialist III	22.02
1404 - Illustrator I	14.54
1405 - Illustrator II	18.00
1406 - Illustrator III	22.02
1407 - Librarian	21.30
1408 - Library Technician	12.05
1409 - Photographer I	14.37
1410 - Photographer II	15.27
1411 - Photographer III	18.88
1412 - Photographer IV	23.12
1413 - Photographer V	27.95
1400 - Laundry, Dry Cleaning, Pressing and Related Occupations	
1400 - Assembler	7.98
1401 - Counter Attendant	7.98
1402 - Dry Cleaner	9.68
1403 - Finisher Flatwork, Machine	7.98
1404 - Presser, Hand	7.98
1405 - Presser, Machine, Drycleaning	8.72
1406 - Presser, Machine, Shirts	7.98
1407 - Presser, Machine, Wearing Apparel, Laundry	7.98
1408 - Sewing Machine Operator	10.27
1409 - Tailor	10.70
1410 - Washer, Machine	8.74
1400 - Machine-Tool Operation and Repair Occupations	
1400 - Machine-Tool Operator (Toolroom)	15.83
1401 - Tool and Die Maker	18.84
1400 - Material Handling and Packing Occupations	
1400 - Fuel Distribution System Operator	17.31
1401 - Material Coordinator	12.51
1402 - Material Expediter	15.07
1403 - Material Handling Laborer	11.85
1404 - Order Filler	13.02
1405 - Forklift Operator	16.56

11040 - Production Line Worker (Food Processing)	13.07
11100 - Shipping/Receiving Clerk	13.07
11130 - Shipping Packer	13.07
11140 - Store Worker I	10.71
11150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.61
11210 - Tools and Parts Attendant	15.24
11400 - Warehouse Specialist	13.07
12000 - Mechanics and Maintenance and Repair Occupations	
13010 - Aircraft Mechanic	19.78
13040 - Aircraft Mechanic Helper	15.28
13050 - Aircraft Quality Control Inspector	20.56
13080 - Aircraft Servicer	17.11
13090 - Aircraft Worker	18.04
13100 - Appliance Mechanic	15.74
13120 - Bicycle Repairer	13.42
13125 - Cable Splicer	19.83
13130 - Carpenter, Maintenance	20.77
13140 - Carpet Layer	16.34
13160 - Electrician, Maintenance	20.62
13181 - Electronics Technician, Maintenance I	11.67
13182 - Electronics Technician, Maintenance II	16.08
13183 - Electronics Technician, Maintenance III	17.69
13260 - Fabric Worker	15.28
13290 - Fire Alarm System Mechanic	19.78
13310 - Fire Extinguisher Repairer	16.12
13340 - Fuel Distribution System Mechanic	19.78
13370 - General Maintenance Worker	16.01
13400 - Heating, Refrigeration and Air Conditioning Mechanic	19.46
13430 - Heavy Equipment Mechanic	19.32
13440 - Heavy Equipment Operator	20.48
13460 - Instrument Mechanic	19.78
13470 - Laborer	9.33
13500 - Locksmith	17.26
13530 - Machinery Maintenance Mechanic	20.34
13550 - Machinist, Maintenance	20.48
13580 - Maintenance Trades Helper	14.16
13640 - Millwright	19.78
13690 - Office Appliance Repairer	18.24
13740 - Painter, Aircraft	18.24
13760 - Painter, Maintenance	16.42
13790 - Pipefitter, Maintenance	20.32
13800 - Plumber, Maintenance	19.05
13820 - Pneumatic Systems Mechanic	19.78
13850 - Rigger	17.98
13870 - Scale Mechanic	18.04
13890 - Sheet-Metal Worker, Maintenance	19.78
13910 - Small Engine Mechanic	15.07
13930 - Telecommunication Mechanic I	17.72
13931 - Telecommunication Mechanic II	18.69
13950 - Telephone Lineman	19.78
13960 - Welder, Combination, Maintenance	16.93
13965 - Well Driller	19.78
13970 - Woodcraft Worker	19.78
13980 - Woodworker	16.12
14000 - Personal Needs Occupations	
14520 - Child Care Attendant	9.95
14580 - Child Care Center Clerk	13.60
14600 - Chore Aid	7.52
14630 - Homemaker	15.16
15000 - Plant and System Operation Occupations	
15010 - Boiler Tender	19.78
15040 - Sewage Plant Operator	20.67
15070 - Stationary Engineer	20.13

1490 - Ventilation Equipment Tender	15.12
1496 - Water Treatment Plant Operator	20.77
1499 - Protective Service Occupations	
149901 - Police Officer	25.03
149904 - Alarm Monitor	11.41
149906 - Corrections Officer	19.14
149910 - Court Security Officer	19.14
149940 - Detention Officer	19.14
149970 - Firefighter	18.02
149981 - Guard I	9.38
149981 - Guard II	12.93
14999 - Stevedoring/Longshoremen Occupations	
149990 - Blocker and Bracer	14.95
149990 - Hatch Tender	14.95
149990 - Line Handler	14.95
149990 - Stevedore I	11.83
149990 - Stevedore II	15.58
14999 - Technical Occupations	
149990 - Graphic Artist	17.77
149990 - Air Traffic Control Specialist, Center (2)	29.10
149990 - Air Traffic Control Specialist, Station (2)	20.07
149990 - Air Traffic Control Specialist, Terminal (2)	22.09
149990 - Archeological Technician I	12.98
149990 - Archeological Technician II	14.53
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149990 - Cartographic Technician	16.36
149990 - Computer Based Training (CBT) Specialist/ Instructor	20.08
149990 - Civil Engineering Technician	18.37
149990 - Drafter I	12.21
149990 - Drafter II	13.68
149990 - Drafter III	14.54
149990 - Drafter IV	16.36
149990 - Engineering Technician I	14.35
149990 - Engineering Technician II	16.11
149990 - Engineering Technician III	18.03
149990 - Engineering Technician IV	22.32
149990 - Engineering Technician V	27.32
149990 - Engineering Technician VI	33.06
149990 - Environmental Technician	14.65
149990 - Flight Simulator/Instructor (Pilot)	25.39
149990 - Instructor	18.01
149990 - Laboratory Technician	13.84
149990 - Mathematical Technician	14.65
149990 - Paralegal/Legal Assistant I	13.79
149990 - Paralegal/Legal Assistant II	17.09
149990 - Paralegal/Legal Assistant III	19.55
149990 - Paralegal/Legal Assistant IV	25.87
149990 - Photooptics Technician	16.36
149990 - Technical Writer	20.05
149990 - Unexploded Ordnance (UXO) Technician I	18.49
149990 - Unexploded Ordnance (UXO) Technician II	22.37
149990 - Unexploded Ordnance (UXO) Technician III	26.81
149990 - Unexploded (UXO) Safety Escort	18.49
149990 - Unexploded (UXO) Sweep Personnel	18.49
149990 - Weather Observer, Senior (3)	19.18
149990 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.43
149990 - Weather Observer, Upper Air (3)	14.43
14999 - Transportation/ Mobile Equipment Operation Occupations	
149990 - Bus Driver	12.62
149990 - Parking and Lot Attendant	8.75
149990 - Shuttle Bus Driver	14.73
149990 - Taxi Driver	10.73
149990 - Truckdriver, Light Truck	14.95

1362 - Truckdriver, Medium Truck	16.52
1363 - Truckdriver, Heavy Truck	18.48
1364 - Truckdriver, Tractor-Trailer	18.48
0900 - Miscellaneous Occupations	
0900 - Animal Caretaker	9.08
0901 - Cashier	8.92
0904 - Carnival Equipment Operator	8.26
0904 - Carnival Equipment Repairer	8.63
0904 - Carnival Worker	6.89
0905 - Desk Clerk	9.95
0909 - Embalmer	18.49
0909 - Lifeguard	11.84
0910 - Mortician	10.36
0915 - Park Attendant (Aide)	14.66
0940 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.15
0950 - Recreation Specialist	11.42
0950 - Recycling Worker	8.11
0960 - Sales Clerk	10.36
0960 - School Crossing Guard (Crosswalk Attendant)	18.10
0960 - Sport Official	11.47
0965 - Survey Party Chief (Chief of Party)	15.72
0965 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.60
0966 - Surveying Aide	11.52
0990 - Swimming Pool Operator	12.67
0990 - Vending Machine Attendant	11.17
0990 - Vending Machine Repairer	12.67
0990 - Vending Machine Repairer Helper	11.17

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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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3. The rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

4. WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All

operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

UNIFORM ALLOWANCE **

Employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

When preparing the bid, the contractor identifies the need for a conformed (occupation) and computes a proposed rate).

After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate). Including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

The contracting officer reviews the proposed action and promptly submits a report to the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4. Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5. The contracting officer transmits the Wage and Hour decision to the contractor.

6. The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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**WAGE DETERMINATION NO: 94-2393 REV (25) AREA: NC,FAYETTEVILLE**WAGE DETERMINATION NO: **94-2393** REV (25) AREA: NC,FAYETTEVILLE

EMPLOYEE OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL***

WASHINGTON D.C. 20210

William A. Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2393
Revision No.: 25
Date Of Last Revision: 05/30/2003

States: North Carolina, South Carolina

Counties: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus,
Curran, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee,
Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond,
Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson
South Carolina Counties of Dillon, Horry, Marion, Marlboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

6000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	9.70
01012 - Accounting Clerk II	11.43
01013 - Accounting Clerk III	14.00
01014 - Accounting Clerk IV	15.65
01030 - Court Reporter	12.58
01050 - Dispatcher, Motor Vehicle	13.93
01060 - Document Preparation Clerk	10.02
01070 - Messenger (Courier)	7.69
01090 - Duplicating Machine Operator	10.02
01110 - Film Tape Librarian	9.51
01118 - General Clerk I	7.75
01119 - General Clerk II	8.74
01120 - General Clerk III	9.53
01121 - General Clerk IV	10.69
01122 - Housing Referral Assistant	17.23
01131 - Key Entry Operator I	9.69
01132 - Key Entry Operator II	10.55
01191 - Order Clerk I	9.84
01192 - Order Clerk II	10.74
01161 - Personnel Assistant (Employment) I	9.30
01162 - Personnel Assistant (Employment) II	10.44
01163 - Personnel Assistant (Employment) III	12.20
01164 - Personnel Assistant (Employment) IV	15.79
01170 - Production Control Clerk	13.60
01129 - Rental Clerk	9.33
01100 - Scheduler, Maintenance	10.35
01111 - Secretary I	10.35
01112 - Secretary II	13.31
01113 - Secretary III	16.50
01114 - Secretary IV	18.33
01115 - Secretary V	20.28
01121 - Service Order Dispatcher	9.84
01141 - Stenographer I	8.71
01142 - Stenographer II	9.79

1440	Supply Technician	19.14
1440	Survey Worker (Interviewer)	11.57
1460	Switchboard Operator-Receptionist	9.08
1510	Test Examiner	13.31
1520	Test Proctor	13.31
1551	Travel Clerk I	9.39
1552	Travel Clerk II	10.03
1553	Travel Clerk III	10.71
1611	Word Processor I	10.02
1612	Word Processor II	11.25
1613	Word Processor III	13.16
2000	Automatic Data Processing Occupations	
2010	Computer Data Librarian	11.89
2041	Computer Operator I	12.61
2042	Computer Operator II	14.55
2043	Computer Operator III	17.66
2044	Computer Operator IV	18.22
2045	Computer Operator V	20.18
2071	Computer Programmer I (1)	14.13
2072	Computer Programmer II (1)	17.40
2073	Computer Programmer III (1)	20.79
2074	Computer Programmer IV (1)	23.68
2101	Computer Systems Analyst I (1)	19.95
2102	Computer Systems Analyst II (1)	23.88
2103	Computer Systems Analyst III (1)	27.62
2150	Peripheral Equipment Operator	12.38
3000	Automotive Service Occupations	
3005	Automotive Body Repairer, Fiberglass	17.32
3010	Automotive Glass Installer	13.57
3041	Automotive Worker	13.57
3070	Electrician, Automotive	15.06
3090	Mobile Equipment Servicer	12.09
3130	Motor Equipment Metal Mechanic	15.06
3160	Motor Equipment Metal Worker	13.57
3190	Motor Vehicle Mechanic	15.06
3220	Motor Vehicle Mechanic Helper	11.33
3253	Motor Vehicle Upholstery Worker	13.57
3280	Motor Vehicle Wrecker	13.57
3310	Painter, Automotive	14.52
3340	Radiator Repair Specialist	13.57
3370	Tire Repairer	11.68
3400	Transmission Repair Specialist	15.06
4000	Food Preparation and Service Occupations	
4000	(not set) - Food Service Worker	8.48
4001	Baker	13.08
4041	Cook I	11.58
4042	Cook II	13.08
4070	Dishwasher	8.48
4130	Meat Cutter	13.08
4150	Waiter/Waitress	9.32
5000	Furniture Maintenance and Repair Occupations	
5001	Electrostatic Spray Painter	16.24
5040	Furniture Handler	10.92
5070	Furniture Refinisher	16.24
5100	Furniture Refinisher Helper	12.70
5110	Furniture Repairer, Minor	14.45
5130	Upholsterer	16.24
6000	General Services and Support Occupations	
6030	Cleaner, Vehicles	8.48
6060	Elevator Operator	8.48
6100	Gardener	11.18
6111	House Keeping Aid I	7.58
6112	House Keeping Aid II	8.48

1150 - Janitor	8.48
1160 - Laborer, Grounds Maintenance	9.32
1170 - Maid or Houseman	7.58
1180 - Pest Controller	12.34
1190 - Refuse Collector	8.48
1200 - Tractor Operator	10.84
1210 - Window Cleaner	9.32
1300 - Health Occupations	
1300 - Dental Assistant	12.09
1340 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.02
1371 - Licensed Practical Nurse I	10.85
1372 - Licensed Practical Nurse II	12.18
1373 - Licensed Practical Nurse III	13.62
1390 - Medical Assistant	10.13
1390 - Medical Laboratory Technician	12.40
1410 - Medical Record Clerk	9.34
1490 - Medical Record Technician	12.93
1421 - Nursing Assistant I	8.32
1422 - Nursing Assistant II	9.35
1423 - Nursing Assistant III	10.20
1424 - Nursing Assistant IV	11.47
1450 - Pharmacy Technician	11.63
1480 - Phlebotomist	11.71
1491 - Registered Nurse I	17.15
1492 - Registered Nurse II	20.97
1493 - Registered Nurse II, Specialist	20.97
1494 - Registered Nurse III	25.39
1495 - Registered Nurse III, Anesthetist	25.39
1496 - Registered Nurse IV	30.43
1500 - Information and Arts Occupations	
1500 - Audiovisual Librarian	18.03
1501 - Exhibits Specialist I	15.19
1502 - Exhibits Specialist II	18.39
1503 - Exhibits Specialist III	22.05
1504 - Illustrator I	15.19
1505 - Illustrator II	18.39
1506 - Illustrator III	22.05
1507 - Librarian	19.96
1508 - Library Technician	11.63
1509 - Photographer I	14.19
1510 - Photographer II	14.73
1511 - Photographer III	17.84
1512 - Photographer IV	21.28
1513 - Photographer V	25.76
1600 - Laundry, Dry Cleaning, Pressing and Related Occupations	
1601 - Assembler	6.59
1603 - Counter Attendant	6.59
1604 - Dry Cleaner	8.03
1605 - Finisher, Flatwork, Machine	6.59
1606 - Presser, Hand	6.59
1610 - Presser, Machine, Drycleaning	6.59
1613 - Presser, Machine, Shirts	6.59
1616 - Presser, Machine, Wearing Apparel, Laundry	6.59
1619 - Sewing Machine Operator	8.60
1620 - Tailor	9.11
1625 - Washer, Machine	7.09
1700 - Machine Tool Operation and Repair Occupations	
1701 - Machine-Tool Operator (Toolroom)	17.82
1740 - Tool and Die Maker	19.55
1800 - Material Handling and Packing Occupations	
1801 - Fuel Distribution System Operator	10.39
1803 - Material Coordinator	13.34
1805 - Material Expediter	13.34

1040 - Material Handling Laborer	8.72
1050 - Order Filler	9.06
1071 - Forklift Operator	10.45
1080 - Production Line Worker (Food Processing)	10.46
1100 - Shipping/Receiving Clerk	10.04
1150 - Shipping Packer	10.04
1140 - Store Worker I	9.35
1150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.07
1210 - Tools and Parts Attendant	10.82
1400 - Warehouse Specialist	10.82
1700 - Mechanics and Maintenance and Repair Occupations	
1701 - Aircraft Mechanic	18.81
1704 - Aircraft Mechanic Helper	13.97
1705 - Aircraft Quality Control Inspector	19.80
1706 - Aircraft Servicer	15.90
1707 - Aircraft Worker	16.87
1710 - Appliance Mechanic	16.24
1720 - Bicycle Repairer	13.11
1725 - Cable Splicer	17.58
1730 - Carpenter, Maintenance	16.24
1740 - Carpet Layer	15.34
1750 - Electrician, Maintenance	19.77
1761 - Electronics Technician, Maintenance I	18.35
1762 - Electronics Technician, Maintenance II	20.39
1763 - Electronics Technician, Maintenance III	21.30
1760 - Fabric Worker	14.46
1790 - Fire Alarm System Mechanic	17.10
1770 - Fire Extinguisher Repairer	13.57
1740 - Fuel Distribution System Mechanic	17.10
1770 - General Maintenance Worker	15.34
1740 - Heating, Refrigeration and Air Conditioning Mechanic	17.10
1740 - Heavy Equipment Mechanic	17.10
1740 - Heavy Equipment Operator	14.33
1740 - Instrument Mechanic	17.10
1770 - Laborer	9.64
1750 - Locksmith	16.24
1750 - Machinery Maintenance Mechanic	16.61
1750 - Machinist, Maintenance	16.69
1750 - Maintenance Trades Helper	12.70
1760 - Millwright	17.10
1770 - Office Appliance Repairer	16.24
1740 - Painter, Aircraft	17.86
1760 - Painter, Maintenance	16.24
1770 - Pipefitter, Maintenance	17.10
1780 - Plumber, Maintenance	16.24
1780 - Pneumatic Systems Mechanic	17.10
1785 - Rigger	17.10
1787 - Scale Mechanic	15.34
1789 - Sheet-Metal Worker, Maintenance	17.10
1790 - Small Engine Mechanic	15.34
1793 - Telecommunication Mechanic I	17.10
1793 - Telecommunication Mechanic II	18.00
1790 - Telephone Lineman	17.10
1790 - Welder, Combination, Maintenance	17.10
1790 - Well Driller	17.10
1797 - Woodcraft Worker	17.10
1780 - Woodworker	13.57
4500 - Personal Needs Occupations	
4570 - Child Care Attendant	8.94
4580 - Child Care Center Clerk	11.56
4600 - Chore Aid	8.55
4630 - Homemaker	13.98
5000 - Plant and System Operation Occupations	

15010 - Boiler Tender	18.06
15040 - Sewage Plant Operator	17.86
15070 - Stationary Engineer	18.81
15100 - Ventilation Equipment Tender	12.70
15210 - Water Treatment Plant Operator	16.24
16000 - Protective Service Occupations	
16000 - Police Officer	14.75
16004 - Alarm Monitor	11.45
16006 - Corrections Officer	13.20
16010 - Court Security Officer	13.69
16040 - Detention Officer	13.20
16070 - Firefighter	13.52
16101 - Guard I	8.50
16102 - Guard II	13.17
16100 - Stevedoring/Longshoremen Occupations	
16010 - Blocker and Bracer	12.85
16020 - Hatch Tender	12.85
16030 - Line Handler	12.85
16040 - Stevedore I	12.16
16050 - Stevedore II	13.67
17000 - Technical Occupations	
17150 - Graphic Artist	18.14
19010 - Air Traffic Control Specialist, Center (2)	29.10
19011 - Air Traffic Control Specialist, Station (2)	20.07
19012 - Air Traffic Control Specialist, Terminal (2)	22.09
19020 - Archeological Technician I	13.54
19024 - Archeological Technician II	16.17
19025 - Archeological Technician III	18.39
19030 - Cartographic Technician	19.10
19040 - Computer Based Training (CBT) Specialist/ Instructor	22.51
19045 - Civil Engineering Technician	16.72
19060 - Drafter I	13.02
19061 - Drafter II	14.63
19062 - Drafter III	16.14
19064 - Drafter IV	18.39
19081 - Engineering Technician I	13.51
19082 - Engineering Technician II	15.27
19083 - Engineering Technician III	17.16
19084 - Engineering Technician IV	19.84
19085 - Engineering Technician V	23.62
19086 - Engineering Technician VI	28.57
19090 - Environmental Technician	17.75
19100 - Flight Simulator/Instructor (Pilot)	25.94
19150 - Instructor	18.88
19210 - Laboratory Technician	16.91
19240 - Mathematical Technician	19.54
19361 - Paralegal/Legal Assistant I	13.88
19362 - Paralegal/Legal Assistant II	18.34
19363 - Paralegal/Legal Assistant III	22.43
19364 - Paralegal/Legal Assistant IV	28.38
19390 - Photooptics Technician	17.75
19480 - Technical Writer	23.91
19491 - Unexploded Ordnance (UXO) Technician I	18.49
19492 - Unexploded Ordnance (UXO) Technician II	22.37
19493 - Unexploded Ordnance (UXO) Technician III	26.81
19494 - Unexploded (UXO) Safety Escort	18.49
19495 - Unexploded (UXO) Sweep Personnel	18.49
19530 - Weather Observer, Senior (3)	18.46
19531 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.56
19532 - Weather Observer, Upper Air (3)	16.56
20000 - Transportation/ Mobile Equipment Operation Occupations	
20100 - Bus Driver	10.77
20200 - Parking and Lot Attendant	6.72

1190 - Shuttle Bus Driver	10.11
1300 - Taxi Driver	7.80
1361 - Truckdriver, Light Truck	10.11
1362 - Truckdriver, Medium Truck	10.77
1363 - Truckdriver, Heavy Truck	13.07
1364 - Truckdriver, Tractor-Trailer	13.07
0000 - Miscellaneous Occupations	
0001 - Animal Caretaker	10.07
0030 - Cashier	7.30
0041 - Carnival Equipment Operator	10.84
0042 - Carnival Equipment Repairer	11.58
0043 - Carnival Worker	8.48
0050 - Desk Clerk	8.94
0095 - Embalmer	17.39
0100 - Lifeguard	9.72
0110 - Mortician	17.03
0150 - Park Attendant (Aide)	12.20
0400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.39
0500 - Recreation Specialist	12.39
0510 - Recycling Worker	10.84
0610 - Sales Clerk	9.59
0620 - School Crossing Guard (Crosswalk Attendant)	8.48
0630 - Sport Official	8.77
0650 - Survey Party Chief (Chief of Party)	16.86
0655 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.64
0660 - Surveying Aide	9.96
0690 - Swimming Pool Operator	14.23
0700 - Vending Machine Attendant	11.80
0710 - Vending Machine Repairer	14.23
0740 - Vending Machine Repairer Helper	11.80

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

0000 Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

0100 APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

0200 WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

0300 HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the lesser minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

UNIFORM ALLOWANCE **

All employees are required to wear uniforms in the performance of this contract whether by the terms of the Government contract, by the employer, by the state or local law, etc.; the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

If a contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1144 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such unlisted classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

3. When preparing the bid, the contractor identifies the need for a conformed (occupation) and computes a proposed rate).

4. After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate) including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

5. The contracting officer reviews the proposed action and promptly submits a report to the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

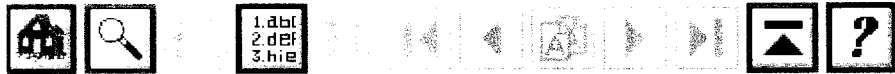
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7. The contracting officer transmits the Wage and Hour decision to the contractor.

8. The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformance may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

11/18/2003





WAGE DETERMINATION NO: 94-2461 REV (22) AREA: PR,ISLAND-WIDE

WAGE DETERMINATION NO: **94-2461** REV (22) AREA: PR,ISLAND-WIDE
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William H. Gross	Division of	Wage Determination No.: 1994-2461
Director	Wage Determinations	Revision No.: 22
		Date Of Last Revision: 10/08/2003

Area: Puerto Rico
 Area: Puerto Rico Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
0000 - Administrative Support and Clerical Occupations	
0001 - Accounting Clerk I	8.14
0002 - Accounting Clerk II	8.70
0003 - Accounting Clerk III	11.73
0004 - Accounting Clerk IV	14.27
0006 - Court Reporter	9.54
0008 - Dispatcher, Motor Vehicle	10.57
0060 - Document Preparation Clerk	8.22
0066 - Messenger (Courier)	7.15
0090 - Duplicating Machine Operator	8.22
0110 - Film/Tape Librarian	7.47
0115 - General Clerk I	6.82
0116 - General Clerk II	7.22
0117 - General Clerk III	10.51
0118 - General Clerk IV	11.80
0120 - Housing Referral Assistant	12.20
0131 - Key Entry Operator I	7.72
0132 - Key Entry Operator II	9.72
0190 - Order Clerk I	9.02
0191 - Order Clerk II	10.63
0161 - Personnel Assistant (Employment) I	7.64
0162 - Personnel Assistant (Employment) II	9.86
0163 - Personnel Assistant (Employment) III	11.26
0164 - Personnel Assistant (Employment) IV	12.62
0177 - Production Control Clerk	11.93
0199 - Rental Clerk	7.47
0190 - Scheduler, Maintenance	7.94
0151 - Secretary I	7.94
0152 - Secretary II	9.43
0153 - Secretary III	12.74
0154 - Secretary IV	13.23
0155 - Secretary V	14.66
0172 - Service Order Dispatcher	9.10
0141 - Stenographer I	7.33
0142 - Stenographer II	8.22
0140 - Supply Technician	13.23
0143 - Survey Worker (Interviewer)	8.67
0146 - Switchboard Operator-Receptionist	7.16
0147 - Test Examiner	9.43

1530 - Test Proctor	9.43
1531 - Travel Clerk I	9.35
1531 - Travel Clerk II	10.19
1533 - Travel Clerk III	11.12
1611 - Word Processor I	7.23
1611 - Word Processor II	8.48
1611 - Word Processor III	9.49
0000 - Automatic Data Processing Occupations	
1010 - Computer Data Librarian	8.65
1041 - Computer Operator I	9.45
1041 - Computer Operator II	10.57
1042 - Computer Operator III	13.22
1044 - Computer Operator IV	17.84
1041 - Computer Operator V	19.76
1011 - Computer Programmer I (1)	13.51
1011 - Computer Programmer II (1)	17.23
1011 - Computer Programmer III (1)	20.54
1014 - Computer Programmer IV (1)	24.84
1101 - Computer Systems Analyst I (1)	18.37
1101 - Computer Systems Analyst II (1)	23.22
1101 - Computer Systems Analyst III (1)	27.62
1160 - Peripheral Equipment Operator	9.45
0000 - Automotive Service Occupations	
1001 - Automotive Body Repairer, Fiberglass	11.83
1010 - Automotive Glass Installer	10.79
1040 - Automotive Worker	10.79
1010 - Electrician, Automotive	11.32
1010 - Mobile Equipment Servicer	9.76
1010 - Motor Equipment Metal Mechanic	11.83
1010 - Motor Equipment Metal Worker	10.79
1010 - Motor Vehicle Mechanic	11.83
1010 - Motor Vehicle Mechanic Helper	9.22
1010 - Motor Vehicle Upholstery Worker	10.57
1010 - Motor Vehicle Wrecker	10.79
1010 - Painter, Automotive	12.45
1040 - Radiator Repair Specialist	10.79
1010 - Tire Repairer	9.43
1040 - Transmission Repair Specialist	11.83
0000 - Food Preparation and Service Occupations	
1001 - Food Service Worker	6.01
1010 - Baker	7.68
1041 - Cook I	6.22
1041 - Cook II	7.50
1010 - Dishwasher	6.17
1010 - Meat Cutter	7.54
1010 - Waiter/Waitress	6.44
0000 - Furniture Maintenance and Repair Occupations	
1010 - Electrostatic Spray Painter	11.32
1040 - Furniture Handler	8.23
1010 - Furniture Refinisher	11.32
1010 - Furniture Refinisher Helper	9.22
1010 - Furniture Repairer, Minor	10.68
1010 - Upholsterer	11.32
0000 - General Services and Support Occupations	
1010 - Cleaner, Vehicles	6.55
1050 - Elevator Operator	6.55
1010 - Gardener	6.97
1111 - House Keeping Aid I	6.44
1111 - House Keeping Aid II	6.55
1111 - Janitor	6.55
1111 - Laborer, Grounds Maintenance	6.76
1111 - Maid or Houseman	6.44
1111 - Pest Controller	7.01

1340 - Refuse Collector	6.24
1340 - Tractor Operator	6.95
1340 - Window Cleaner	6.71
1400 - Health Occupations	
1410 - Dental Assistant	10.93
1410 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
1421 - Licensed Practical Nurse I	8.71
1422 - Licensed Practical Nurse II	9.77
1423 - Licensed Practical Nurse III	10.93
14100 - Medical Assistant	10.75
14130 - Medical Laboratory Technician	9.77
14160 - Medical Record Clerk	9.77
14190 - Medical Record Technician	13.54
14211 - Nursing Assistant I	7.29
14221 - Nursing Assistant II	8.19
14231 - Nursing Assistant III	8.94
14241 - Nursing Assistant IV	10.03
14250 - Pharmacy Technician	12.19
14280 - Phlebotomist	10.03
14311 - Registered Nurse I	13.54
14311 - Registered Nurse II	16.57
14311 - Registered Nurse II, Specialist	16.57
14314 - Registered Nurse III	20.05
14311 - Registered Nurse III, Anesthetist	20.05
14316 - Registered Nurse IV	24.02
1500 - Information and Arts Occupations	
15001 - Audiovisual Librarian	13.10
15011 - Exhibits Specialist I	11.20
15011 - Exhibits Specialist II	13.10
15011 - Exhibits Specialist III	15.76
1504 - Illustrator I	12.32
15041 - Illustrator II	14.41
15041 - Illustrator III	17.34
1504 - Librarian	13.69
15050 - Library Technician	8.87
15061 - Photographer I	10.77
15061 - Photographer II	13.88
15061 - Photographer III	16.24
15064 - Photographer IV	19.54
15065 - Photographer V	21.48
1600 - Laundry, Dry Cleaning, Pressing and Related Occupations	
16010 - Assembler	7.08
16010 - Counter Attendant	7.08
16040 - Dry Cleaner	7.87
16070 - Finisher Flatwork, Machine	7.08
16090 - Presser, Hand	7.08
16100 - Presser, Machine, Drycleaning	7.08
16130 - Presser, Machine, Shirts	7.08
16160 - Presser, Machine, Wearing Apparel, Laundry	7.08
1619 - Sewing Machine Operator	8.14
1622 - Tailor	8.40
16150 - Washer, Machine	7.35
1700 - Machine Tool Operation and Repair Occupations	
17011 - Machine-Tool Operator (Toolroom)	11.32
17040 - Tool and Die Maker	12.40
1800 - Material Handling and Packing Occupations	
1801 - Fuel Distribution System Operator	10.02
1802 - Material Coordinator	10.56
1803 - Material Expediter	10.56
1804 - Material Handling Laborer	7.65
1805 - Order Filler	7.92
18071 - Forklift Operator	8.39
1808 - Production Line Worker (Food Processing)	7.85

1100 - Shipping/Receiving Clerk	8.14	
1110 - Shipping Packer	7.76	
1140 - Store Worker I	6.62	21150 - Stock Cl
1310 - Tools and Parts Attendant	8.39	
1410 - Warehouse Specialist	8.39	
1500 - Mechanics and Maintenance and Repair Occupations		
1510 - Aircraft Mechanic	15.02	
1540 - Aircraft Mechanic Helper	11.66	
1550 - Aircraft Quality Control Inspector	15.68	
1560 - Aircraft Servicer	13.38	
1570 - Aircraft Worker	13.66	
1580 - Appliance Mechanic	12.88	
1580 - Bicycle Repairer	9.43	
1581 - Cable Splicer	13.01	
1582 - Carpenter, Maintenance	11.32	
1583 - Carpet Layer	10.80	
1584 - Electrician, Maintenance	11.83	
1585 - Electronics Technician, Maintenance I	10.93	
1586 - Electronics Technician, Maintenance II	12.96	
1587 - Electronics Technician, Maintenance III	13.61	
1588 - Fabric Worker	11.42	
1589 - Fire Alarm System Mechanic	13.44	
1590 - Fire Extinguisher Repairer	11.09	
1591 - Fuel Distribution System Mechanic	13.44	
1592 - General Maintenance Worker	10.80	
1593 - Heating, Refrigeration and Air Conditioning Mechanic	11.83	
1594 - Heavy Equipment Mechanic	11.83	
1595 - Heavy Equipment Operator	11.83	
1596 - Instrument Mechanic	11.83	
1597 - Laborer	7.41	
1598 - Locksmith	11.32	
1599 - Machinery Maintenance Mechanic	12.82	
1600 - Machinist, Maintenance	10.29	
1601 - Maintenance Trades Helper	9.22	
1602 - Millwright	16.47	
1603 - Office Appliance Repairer	11.32	
1604 - Painter, Aircraft	12.45	
1605 - Painter, Maintenance	11.32	
1606 - Pipefitter, Maintenance	11.83	
1607 - Plumber, Maintenance	11.32	
1608 - Pneudraulic Systems Mechanic	13.44	
1609 - Rigger	11.83	
1610 - Scale Mechanic	12.86	
1611 - Sheet-Metal Worker, Maintenance	11.83	
1612 - Small Engine Mechanic	11.32	
1613 - Telecommunication Mechanic I	13.01	
1614 - Telecommunication Mechanic II	13.60	
1615 - Telephone Lineman	13.01	
1616 - Welder, Combination, Maintenance	11.83	
1617 - Well Driller	11.83	
1618 - Woodcraft Worker	11.83	
1619 - Woodworker	9.76	
1700 - Personal Needs Occupations		
1710 - Child Care Attendant	8.05	
1720 - Child Care Center Clerk	8.77	
1730 - Chore Aid	6.26	
1740 - Homemaker	10.75	
1800 - Plant and System Operation Occupations		
1810 - Boiler Tender	13.44	
1820 - Sewage Plant Operator	11.32	
1830 - Stationary Engineer	13.44	
1840 - Ventilation Equipment Tender	9.32	
1850 - Water Treatment Plant Operator	12.45	

0000 - Protective Service Occupations	
0001 - Police Officer	9.38
0004 - Alarm Monitor	6.45
0006 - Corrections Officer	9.26
0010 - Court Security Officer	9.07
0040 - Detention Officer	9.26
0070 - Firefighter	8.59
0101 - Guard I	6.27
0102 - Guard II	6.60
10000 - Stevedoring/Longshoremen Occupations	
10010 - Blocker and Bracer	9.92
10010 - Hatch Tender	9.92
10030 - Line Handler	9.92
10040 - Stevedore I	8.71
10050 - Stevedore II	10.36
20000 - Technical Occupations	
20150 - Graphic Artist	15.42
20010 - Air Traffic Control Specialist, Center (2)	29.10
20011 - Air Traffic Control Specialist, Station (2)	20.06
20010 - Air Traffic Control Specialist, Terminal (2)	22.09
20020 - Archeological Technician I	10.47
20024 - Archeological Technician II	11.77
20015 - Archeological Technician III	14.53
20030 - Cartographic Technician	14.81
20040 - Computer Based Training (CBT) Specialist/ Instructor	17.58
20040 - Civil Engineering Technician	13.10
20061 - Drafter I	8.77
20061 - Drafter II	11.05
20061 - Drafter III	14.09
20064 - Drafter IV	15.34
20080 - Engineering Technician I	9.12
20081 - Engineering Technician II	12.43
20081 - Engineering Technician III	13.96
20084 - Engineering Technician IV	16.37
20085 - Engineering Technician V	21.07
20086 - Engineering Technician VI	24.54
20090 - Environmental Technician	14.81
20100 - Flight Simulator/Instructor (Pilot)	23.22
20160 - Instructor	17.16
20210 - Laboratory Technician	12.75
20240 - Mathematical Technician	15.34
20261 - Paralegal/Legal Assistant I	10.20
20261 - Paralegal/Legal Assistant II	13.11
20263 - Paralegal/Legal Assistant III	15.48
20264 - Paralegal/Legal Assistant IV	20.38
20290 - Photooptics Technician	16.27
20480 - Technical Writer	17.48
20491 - Unexploded Ordnance (UXO) Technician I	18.49
20491 - Unexploded Ordnance (UXO) Technician II	18.49
20493 - Unexploded Ordnance (UXO) Technician III	18.49
20491 - Unexploded (UXO) Safety Escort	22.37
20495 - Unexploded (UXO) Sweep Personnel	26.81
20620 - Weather Observer, Senior (3)	12.20
20621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.73
20623 - Weather Observer, Upper Air (3)	12.20
30000 - Transportation/ Mobile Equipment Operation Occupations	
30030 - Bus Driver	8.86
30060 - Parking and Lot Attendant	6.22
30090 - Shuttle Bus Driver	8.01
30090 - Taxi Driver	8.67
30610 - Truckdriver, Light Truck	7.70
30620 - Truckdriver, Medium Truck	9.96
30630 - Truckdriver, Heavy Truck	9.61

99034 - Truckdriver, Tractor-Trailer	9.61
99039 - Miscellaneous Occupations	
99040 - Animal Caretaker	6.49
99040 - Cashier	6.25
99041 - Carnival Equipment Operator	7.22
99042 - Carnival Equipment Repairer	7.59
99043 - Carnival Worker	6.68
99050 - Desk Clerk	7.15
99095 - Embalmer	15.82
99300 - Lifeguard	8.71
99310 - Mortician	15.82
99350 - Park Attendant (Aide)	10.98
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.38
99500 - Recreation Specialist	9.77
99510 - Recycling Worker	7.77
99610 - Sales Clerk	6.76
99610 - School Crossing Guard (Crosswalk Attendant)	6.01
99650 - Sport Official	7.58
99658 - Survey Party Chief (Chief of Party)	10.14
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.22
99660 - Surveying Aide	8.47
99690 - Swimming Pool Operator	8.45
99720 - Vending Machine Attendant	7.25
99730 - Vending Machine Repairer	8.45
99740 - Vending Machine Repairer Helper	8.70

THE OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or predecessor and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

Paid DAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day with pay in accordance with a plan communicated to the employees involved.) (Reg. 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
 1. APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

2. WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

3. HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 10 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to (including or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the lesser minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

Employees are required to wear uniforms in the performance of this contract whether by the terms of the Government contract, by the employer, by the state or local law, etc.; the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Section 1 Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1. When preparing the bid, the contractor identifies the need for a conformed classification and computes a proposed rate).

2. After contract award, the contractor prepares a written report listing in order (conformed classification title), a Federal grade equivalency (FGE) for each

proposed classification), job description), and rationale for proposed wage rate). Including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees perform any contract work.

3. The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4. Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5. The contracting officer transmits the Wage and Hour decision to the contractor.

6. The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformance may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

2025-08-08 10:00



**WAGE DETERMINATION NO: 94-2511 REV (23) AREA: TX,EL PASO**WAGE DETERMINATION NO: **94-2511** REV (23) AREA: TX,EL PASO

FIRST STEP OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William V. Gross	Division of	Wage Determination No.: 1994-2511
Director	Wage Determinations	Revision No.: 23
		Date Of Last Revision: 09/30/2003

Location: New Mexico, Texas

 Areas: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna,
 Sierra, Tierra

Texas Counties of Culberson, El Paso, Hudspeth

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
0000 - Administrative Support and Clerical Occupations	
01010 - Accounting Clerk I	8.60
01011 - Accounting Clerk II	10.14
01013 - Accounting Clerk III	13.49
01014 - Accounting Clerk IV	15.70
01030 - Court Reporter	12.97
01060 - Dispatcher, Motor Vehicle	11.31
01060 - Document Preparation Clerk	9.86
01070 - Messenger (Courier)	7.78
01090 - Duplicating Machine Operator	9.86
01110 - Film/Tape Librarian	10.00
01110 - General Clerk I	7.22
01111 - General Clerk II	8.71
01112 - General Clerk III	9.67
01113 - General Clerk IV	9.97
01120 - Housing Referral Assistant	14.58
01130 - Key Entry Operator I	8.50
01131 - Key Entry Operator II	10.05
01190 - Order Clerk I	8.32
01191 - Order Clerk II	10.48
01250 - Personnel Assistant (Employment) I	9.82
01251 - Personnel Assistant (Employment) II	11.56
01252 - Personnel Assistant (Employment) III	13.33
01253 - Personnel Assistant (Employment) IV	13.56
01270 - Production Control Clerk	13.14
01290 - Rental Clerk	8.85
01300 - Scheduler, Maintenance	10.15
01310 - Secretary I	10.15
01311 - Secretary II	12.97
01312 - Secretary III	14.58
01313 - Secretary IV	17.23
01314 - Secretary V	18.34
01315 - Service Order Dispatcher	8.85
01340 - Stenographer I	10.86
01341 - Stenographer II	11.65
01400 - Supply Technician	17.18
01420 - Survey Worker (Interviewer)	12.88

11440 - Switchboard Operator-Receptionist	7.77
11510 - Test Examiner	12.97
11520 - Test Proctor	12.97
11541 - Travel Clerk I	9.02
11542 - Travel Clerk II	9.61
11543 - Travel Clerk III	10.23
11611 - Word Processor I	9.27
11612 - Word Processor II	10.39
11613 - Word Processor III	13.27
1190 - Automatic Data Processing Occupations	
11910 - Computer Data Librarian	8.13
11941 - Computer Operator I	8.63
11942 - Computer Operator II	12.77
11943 - Computer Operator III	14.80
11944 - Computer Operator IV	16.43
11945 - Computer Operator V	18.24
11971 - Computer Programmer I (1)	16.45
11972 - Computer Programmer II (1)	22.06
11973 - Computer Programmer III (1)	25.16
11974 - Computer Programmer IV (1)	27.62
11981 - Computer Systems Analyst I (1)	20.63
11982 - Computer Systems Analyst II (1)	24.75
11983 - Computer Systems Analyst III (1)	27.42
11989 - Peripheral Equipment Operator	9.04
1200 - Automotive Service Occupations	
12005 - Automotive Body Repairer, Fiberglass	15.63
12010 - Automotive Glass Installer	13.69
12040 - Automotive Worker	13.69
12070 - Electrician, Automotive	14.67
12100 - Mobile Equipment Servicer	11.73
12130 - Motor Equipment Metal Mechanic	15.63
12160 - Motor Equipment Metal Worker	13.69
12190 - Motor Vehicle Mechanic	16.49
12220 - Motor Vehicle Mechanic Helper	10.75
12250 - Motor Vehicle Upholstery Worker	12.70
12280 - Motor Vehicle Wrecker	13.69
12310 - Painter, Automotive	14.67
12340 - Radiator Repair Specialist	13.69
12370 - Tire Repairer	11.33
12400 - Transmission Repair Specialist	15.63
12600 - Food Preparation and Service Occupations	
12601 - Food Service Worker	6.60
12610 - Baker	10.41
12641 - Cook I	8.92
12642 - Cook II	10.41
12670 - Dishwasher	6.37
12710 - Meat Cutter	10.41
12750 - Waiter/Waitress	6.69
12800 - Furniture Maintenance and Repair Occupations	
12810 - Electrostatic Spray Painter	14.67
12841 - Furniture Handler	8.80
12870 - Furniture Refinisher	14.67
12890 - Furniture Refinisher Helper	10.75
12910 - Furniture Repairer, Minor	11.95
12930 - Upholsterer	14.67
1300 - General Services and Support Occupations	
13040 - Cleaner, Vehicles	6.32
13060 - Elevator Operator	7.06
13090 - Gardener	10.67
13110 - House Keeping Aid I	6.68
13120 - House Keeping Aid II	7.25
13150 - Janitor	7.06
13170 - Laborer, Grounds Maintenance	8.00

11340 - Maid or Houseman	6.35
11370 - Pest Controller	9.97
11390 - Refuse Collector	6.55
11390 - Tractor Operator	9.80
11390 - Window Cleaner	7.94
11400 - Health Occupations	
11420 - Dental Assistant	11.10
11440 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.30
11470 - Licensed Practical Nurse I	11.02
11470 - Licensed Practical Nurse II	12.36
11470 - Licensed Practical Nurse III	13.83
11490 - Medical Assistant	10.35
11490 - Medical Laboratory Technician	12.29
11490 - Medical Record Clerk	9.77
11490 - Medical Record Technician	13.54
11510 - Nursing Assistant I	7.10
11510 - Nursing Assistant II	7.98
11510 - Nursing Assistant III	8.71
11510 - Nursing Assistant IV	9.77
11530 - Pharmacy Technician	12.19
11580 - Phlebotomist	12.29
11610 - Registered Nurse I	16.62
11610 - Registered Nurse II	20.35
11610 - Registered Nurse II, Specialist	20.35
11610 - Registered Nurse III	24.62
11610 - Registered Nurse III, Anesthetist	24.62
11610 - Registered Nurse IV	29.49
11620 - Information and Arts Occupations	
11640 - Audiovisual Librarian	19.00
11640 - Exhibits Specialist I	19.15
11640 - Exhibits Specialist II	23.08
11640 - Exhibits Specialist III	26.14
11640 - Illustrator I	19.15
11640 - Illustrator II	23.08
11640 - Illustrator III	26.14
11640 - Librarian	20.23
11650 - Library Technician	11.31
11670 - Photographer I	11.81
11670 - Photographer II	15.14
11670 - Photographer III	18.93
11670 - Photographer IV	22.50
11670 - Photographer V	25.66
11680 - Laundry, Dry Cleaning, Pressing and Related Occupations	
11680 - Assembler	6.61
11680 - Counter Attendant	6.61
11680 - Dry Cleaner	7.55
11680 - Finisher, Flatwork, Machine	6.61
11680 - Presser, Hand	6.61
11680 - Presser, Machine, Drycleaning	6.61
11680 - Presser, Machine, Shirts	6.61
11680 - Presser, Machine, Wearing Apparel, Laundry	6.61
11680 - Sewing Machine Operator	8.11
11680 - Tailor	8.63
11680 - Washer, Machine	7.06
11690 - Machine Tool Operation and Repair Occupations	
11690 - Machine-Tool Operator (Toolroom)	14.67
11690 - Tool and Die Maker	18.42
11700 - Material Handling and Packing Occupations	
11700 - Fuel Distribution System Operator	11.73
11700 - Material Coordinator	12.20
11700 - Material Expediter	12.20
11700 - Material Handling Laborer	7.64
11700 - Order Filler	10.19

11011 - Forklift Operator	10.39
11081 - Production Line Worker (Food Processing)	10.86
11100 - Shipping/Receiving Clerk	9.49
11150 - Shipping Packer	9.49
11140 - Store Worker I	8.54
11150 - Stock Clerk (Shelf Stocker; Store Worker II)	10.04
11210 - Tools and Parts Attendant	10.86
11400 - Warehouse Specialist	10.86
12 - Mechanics and Maintenance and Repair Occupations	
12010 - Aircraft Mechanic	16.88
12040 - Aircraft Mechanic Helper	11.61
12050 - Aircraft Quality Control Inspector	17.95
12060 - Aircraft Servicer	13.72
12070 - Aircraft Worker	14.79
12100 - Appliance Mechanic	14.67
12120 - Bicycle Repairer	11.33
12125 - Cable Splicer	17.19
12130 - Carpenter, Maintenance	14.67
12140 - Carpet Layer	13.69
12160 - Electrician, Maintenance	15.67
12180 - Electronics Technician, Maintenance I	15.24
12180 - Electronics Technician, Maintenance II	18.72
12180 - Electronics Technician, Maintenance III	19.92
12200 - Fabric Worker	12.70
12290 - Fire Alarm System Mechanic	15.63
12310 - Fire Extinguisher Repairer	11.73
12340 - Fuel Distribution System Mechanic	15.63
12350 - General Maintenance Worker	13.69
12400 - Heating, Refrigeration and Air Conditioning Mechanic	15.63
12430 - Heavy Equipment Mechanic	15.63
12440 - Heavy Equipment Operator	15.63
12460 - Instrument Mechanic	15.63
12470 - Laborer	7.64
12480 - Locksmith	14.67
12530 - Machinery Maintenance Mechanic	15.63
12550 - Machinist, Maintenance	15.98
12560 - Maintenance Trades Helper	10.75
12640 - Millwright	15.63
12690 - Office Appliance Repairer	14.67
12710 - Painter, Aircraft	14.67
12760 - Painter, Maintenance	14.67
12790 - Pipefitter, Maintenance	15.63
12800 - Plumber, Maintenance	14.67
12820 - Pseudraulic Systems Mechanic	15.63
12850 - Rigger	15.63
12870 - Scale Mechanic	13.69
12890 - Sheet-Metal Worker, Maintenance	15.63
12910 - Small Engine Mechanic	13.76
12930 - Telecommunication Mechanic I	17.19
12930 - Telecommunication Mechanic II	18.28
12950 - Telephone Lineman	15.63
12950 - Welder, Combination, Maintenance	15.63
12950 - Well Driller	15.63
12970 - Woodcraft Worker	15.63
12980 - Woodworker	11.73
13000 - Personal Needs Occupations	
13150 - Child Care Attendant	8.41
13180 - Child Care Center Clerk	10.49
13600 - Chore Aid	5.83
13630 - Homemaker	12.70
14000 - Plant and System Operation Occupations	
14010 - Boiler Tender	15.63
14040 - Sewage Plant Operator	14.67

2010 - Stationary Engineer	15.63
2190 - Ventilation Equipment Tender	10.75
2210 - Water Treatment Plant Operator	14.67
30 - Protective Service Occupations	
3000 - Police Officer	18.07
3004 - Alarm Monitor	12.33
3006 - Corrections Officer	17.48
3010 - Court Security Officer	17.48
3040 - Detention Officer	17.48
3070 - Firefighter	18.03
3101 - Guard I	6.00
3102 - Guard II	9.44
4000 - Stevedoring/Longshoremen Occupations	
4010 - Blocker and Bracer	13.82
4020 - Hatch Tender	13.82
4030 - Line Handler	13.82
4040 - Stevedore I	13.46
4050 - Stevedore II	16.46
5000 - Technical Occupations	
5150 - Graphic Artist	19.52
5210 - Air Traffic Control Specialist, Center (2)	28.21
5211 - Air Traffic Control Specialist, Station (2)	19.46
5212 - Air Traffic Control Specialist, Terminal (2)	21.43
5220 - Archeological Technician I	17.29
5224 - Archeological Technician II	19.33
5225 - Archeological Technician III	23.95
5230 - Cartographic Technician	20.76
5240 - Computer Based Training (CBT) Specialist/ Instructor	21.41
5240 - Civil Engineering Technician	18.93
5260 - Drafter I	13.16
5262 - Drafter II	15.41
5263 - Drafter III	19.99
5264 - Drafter IV	26.25
5280 - Engineering Technician I	11.06
5281 - Engineering Technician II	14.42
5283 - Engineering Technician III	18.05
5284 - Engineering Technician IV	22.22
5285 - Engineering Technician V	26.15
5286 - Engineering Technician VI	29.80
5290 - Environmental Technician	18.11
5300 - Flight Simulator/Instructor (Pilot)	24.75
5350 - Instructor	18.85
5350 - Laboratory Technician	15.08
5350 - Mathematical Technician	22.64
5360 - Paralegal/Legal Assistant I	14.31
5361 - Paralegal/Legal Assistant II	19.00
5363 - Paralegal/Legal Assistant III	20.91
5364 - Paralegal/Legal Assistant IV	28.11
5390 - Photooptics Technician	18.93
5480 - Technical Writer	28.84
5490 - Unexploded Ordnance (UXO) Technician I	17.93
5491 - Unexploded Ordnance (UXO) Technician II	21.70
5493 - Unexploded Ordnance (UXO) Technician III	26.01
5494 - Unexploded (UXO) Safety Escort	17.93
5495 - Unexploded (UXO) Sweep Personnel	17.93
5520 - Weather Observer, Senior (3)	18.15
5521 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
5522 - Weather Observer, Upper Air (3)	16.08
6000 - Transportation/ Mobile Equipment Operation Occupations	
6030 - Bus Driver	11.90
6060 - Parking and Lot Attendant	6.78
6120 - Shuttle Bus Driver	10.30
6130 - Taxi Driver	9.55

3361 - Truckdriver, Light Truck	10.40
3362 - Truckdriver, Medium Truck	11.91
3363 - Truckdriver, Heavy Truck	13.90
3364 - Truckdriver, Tractor-Trailer	13.90
9900 - Miscellaneous Occupations	
9901 - Animal Caretaker	8.02
9903 - Cashier	6.75
9904 - Carnival Equipment Operator	8.45
9904 - Carnival Equipment Repairer	9.21
9904 - Carnival Worker	6.14
9905 - Desk Clerk	9.41
9905 - Embalmer	17.93
9906 - Lifeguard	9.42
9906 - Mortician	17.93
9906 - Park Attendant (Aide)	11.84
9906 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.49
9906 - Recreation Specialist	11.65
9906 - Recycling Worker	9.01
9906 - Sales Clerk	8.10
9906 - School Crossing Guard (Crosswalk Attendant)	6.37
9906 - Sport Official	8.24
9906 - Survey Party Chief (Chief of Party)	13.04
9906 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.65
9906 - Surveying Aide	9.03
9906 - Swimming Pool Operator	10.77
9906 - Vending Machine Attendant	8.47
9906 - Vending Machine Repairer	10.77
9906 - Vending Machine Repairer Helper	8.47

THE OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or predecessor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or predecessor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King, Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1. Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2. APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 1 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the lesser minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

Employees are required to wear uniforms in the performance of this contract either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Change of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1441 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such unlisted classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

When preparing the bid, the contractor identifies the need for a conformed classification and computes a proposed rate).

After contract award, the contractor prepares a written report listing in order (proposed classification title), a Federal grade equivalency (FGE) for each (proposed classification), job description), and rationale for proposed wage rates, including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

The contracting officer transmits the Wage and Hour decision to the contractor.

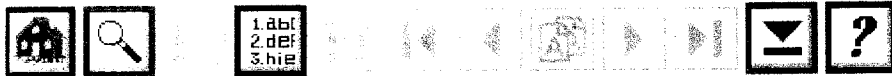
The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



**WAGE DETERMINATION NO: 94-2543 REV (32) AREA: VA,NORFOLK**WAGE DETERMINATION NO: **94-2543** REV (32) AREA: VA,NORFOLK

WAGE STEP OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

Director	Division of Wage Determinations	Wage Determination No.: 1994-2543 Revision No.: 32 Date Of Last Revision: 07/29/2003
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States: North Carolina, Virginia
 North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans
 Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
0100 - Administrative Support and Clerical Occupations	
0101 - Accounting Clerk I	8.38
0102 - Accounting Clerk II	10.58
0103 - Accounting Clerk III	13.17
0104 - Accounting Clerk IV	14.28
0105 - Court Reporter	12.94
0106 - Dispatcher, Motor Vehicle	12.63
0107 - Document Preparation Clerk	10.68
0108 - Messenger (Courier)	8.68
0109 - Duplicating Machine Operator	9.93
0110 - Film/Tape Librarian	10.56
0111 - General Clerk I	7.94
0112 - General Clerk II	9.77
0113 - General Clerk III	12.15
0114 - General Clerk IV	13.59
0115 - Housing Referral Assistant	16.42
0116 - Key Entry Operator I	9.13
0117 - Key Entry Operator II	11.49
0118 - Order Clerk I	11.13
0119 - Order Clerk II	14.56
0120 - Personnel Assistant (Employment) I	12.18
0121 - Personnel Assistant (Employment) II	14.07
0122 - Personnel Assistant (Employment) III	14.87
0123 - Personnel Assistant (Employment) IV	17.03
0124 - Production Control Clerk	17.78
0125 - Rental Clerk	12.49
0126 - Scheduler, Maintenance	13.00
0127 - Secretary I	13.00
0128 - Secretary II	15.14
0129 - Secretary III	17.27
0130 - Secretary IV	20.25
0131 - Secretary V	21.26
0132 - Service Order Dispatcher	12.63
0133 - Stenographer I	10.51
0134 - Stenographer II	12.90

11400 - Supply Technician	19.04
11420 - Survey Worker (Interviewer)	12.02
11460 - Switchboard Operator-Receptionist	9.59
11510 - Test Examiner	14.39
11520 - Test Proctor	14.39
11531 - Travel Clerk I	9.92
11532 - Travel Clerk II	10.59
11533 - Travel Clerk III	11.30
11611 - Word Processor I	11.58
11612 - Word Processor II	13.96
11613 - Word Processor III	14.61
1200 - Automatic Data Processing Occupations	
12010 - Computer Data Librarian	9.41
12041 - Computer Operator I	11.53
12042 - Computer Operator II	13.32
12043 - Computer Operator III	16.50
12044 - Computer Operator IV	19.12
12045 - Computer Operator V	20.32
12071 - Computer Programmer I (1)	19.24
12072 - Computer Programmer II (1)	21.77
12073 - Computer Programmer III (1)	25.96
12074 - Computer Programmer IV (1)	27.62
12101 - Computer Systems Analyst I (1)	25.89
12102 - Computer Systems Analyst II (1)	27.62
12103 - Computer Systems Analyst III (1)	27.62
12160 - Peripheral Equipment Operator	11.53
1300 - Automotive Service Occupations	
13015 - Automotive Body Repairer, Fiberglass	18.20
13016 - Automotive Glass Installer	16.60
13040 - Automotive Worker	16.60
13070 - Electrician, Automotive	17.38
13100 - Mobile Equipment Servicer	15.00
13130 - Motor Equipment Metal Mechanic	18.20
13160 - Motor Equipment Metal Worker	16.60
13190 - Motor Vehicle Mechanic	18.20
13220 - Motor Vehicle Mechanic Helper	14.15
13250 - Motor Vehicle Upholstery Worker	15.78
13330 - Motor Vehicle Wrecker	16.60
13340 - Painter, Automotive	17.38
13349 - Radiator Repair Specialist	15.78
13370 - Tire Repairer	13.37
13400 - Transmission Repair Specialist	18.20
1400 - Food Preparation and Service Occupations	
14010 - Food Service Worker	7.92
14011 - Baker	9.05
14041 - Cook I	8.43
14042 - Cook II	9.32
14070 - Dishwasher	7.42
14110 - Meat Cutter	11.54
14150 - Waiter/Waitress	7.56
1500 - Furniture Maintenance and Repair Occupations	
15011 - Electrostatic Spray Painter	20.27
15040 - Furniture Handler	13.34
15071 - Furniture Refinisher	16.03
15072 - Furniture Refinisher Helper	13.05
15110 - Furniture Repairer, Minor	14.56
15130 - Upholsterer	16.03
1600 - General Services and Support Occupations	
16011 - Cleaner, Vehicles	8.43
16051 - Elevator Operator	8.36
16071 - Gardener	10.19
16111 - House Keeping Aid I	7.41
16112 - House Keeping Aid II	9.50

1500 - Janitor	8.96
1510 - Laborer, Grounds Maintenance	9.52
1540 - Maid or Houseman	7.41
1570 - Pest Controller	10.57
1580 - Refuse Collector	10.02
1590 - Tractor Operator	9.71
1560 - Window Cleaner	9.50
1600 - Health Occupations	
1601 - Dental Assistant	11.11
1604 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.79
1607 - Licensed Practical Nurse I	10.98
1607 - Licensed Practical Nurse II	12.32
1607 - Licensed Practical Nurse III	13.78
1608 - Medical Assistant	10.39
1610 - Medical Laboratory Technician	12.14
1650 - Medical Record Clerk	11.99
1690 - Medical Record Technician	13.15
1621 - Nursing Assistant I	7.67
1622 - Nursing Assistant II	8.63
1623 - Nursing Assistant III	9.42
1624 - Nursing Assistant IV	10.56
1630 - Pharmacy Technician	11.84
1630 - Phlebotomist	11.71
1631 - Registered Nurse I	19.72
1632 - Registered Nurse II	23.42
1632 - Registered Nurse II, Specialist	23.42
1634 - Registered Nurse III	28.34
1635 - Registered Nurse III, Anesthetist	28.34
1636 - Registered Nurse IV	33.96
1640 - Information and Arts Occupations	
1600 - Audiovisual Librarian	14.23
1601 - Exhibits Specialist I	15.81
1602 - Exhibits Specialist II	19.21
1603 - Exhibits Specialist III	21.33
1604 - Illustrator I	17.63
1605 - Illustrator II	21.42
1606 - Illustrator III	23.78
1607 - Librarian	21.20
1609 - Library Technician	12.60
1601 - Photographer I	11.73
1602 - Photographer II	15.55
1603 - Photographer III	18.89
1604 - Photographer IV	20.98
1605 - Photographer V	25.39
1600 - Laundry, Dry Cleaning, Pressing and Related Occupations	
1601 - Assembler	6.95
1603 - Counter Attendant	6.95
1604 - Dry Cleaner	8.75
1607 - Finisher, Flatwork, Machine	6.95
1609 - Presser, Hand	6.95
1610 - Presser, Machine, Drycleaning	6.95
1631 - Presser, Machine, Shirts	6.95
1650 - Presser, Machine, Wearing Apparel, Laundry	6.95
1690 - Sewing Machine Operator	9.35
1610 - Tailor	9.91
1675 - Washer, Machine	7.51
1600 - Machine Tool Operation and Repair Occupations	
1601 - Machine-Tool Operator (Toolroom)	18.33
1603 - Tool and Die Maker	20.31
1600 - Material Handling and Packing Occupations	
1601 - Fuel Distribution System Operator	15.62
1602 - Material Coordinator	17.78
1603 - Material Expediter	17.78

11040 - Material Handling Laborer	9.75
11050 - Order Filler	9.89
11071 - Forklift Operator	13.56
11080 - Production Line Worker (Food Processing)	13.08
11100 - Shipping/Receiving Clerk	11.02
11130 - Shipping Packer	12.10
11140 - Store Worker I	9.87
11150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.41
11210 - Tools and Parts Attendant	14.93
11400 - Warehouse Specialist	14.36
1200 - Mechanics and Maintenance and Repair Occupations	
13010 - Aircraft Mechanic	20.53
13040 - Aircraft Mechanic Helper	15.13
13050 - Aircraft Quality Control Inspector	21.44
13060 - Aircraft Servicer	16.87
13070 - Aircraft Worker	17.74
13100 - Appliance Mechanic	17.63
13120 - Bicycle Repairer	13.37
13130 - Cable Splicer	20.32
13140 - Carpenter, Maintenance	16.03
13140 - Carpet Layer	17.61
13160 - Electrician, Maintenance	18.96
13190 - Electronics Technician, Maintenance I	16.46
13190 - Electronics Technician, Maintenance II	16.84
13190 - Electronics Technician, Maintenance III	18.04
13260 - Fabric Worker	14.56
13290 - Fire Alarm System Mechanic	16.79
13310 - Fire Extinguisher Repairer	13.84
13340 - Fuel Distribution System Mechanic	18.95
13370 - General Maintenance Worker	15.31
13400 - Heating, Refrigeration and Air Conditioning Mechanic	16.79
13430 - Heavy Equipment Mechanic	16.79
13440 - Heavy Equipment Operator	16.79
13460 - Instrument Mechanic	16.79
13470 - Laborer	10.02
13500 - Locksmith	18.17
13530 - Machinery Maintenance Mechanic	18.43
13550 - Machinist, Maintenance	16.79
13580 - Maintenance Trades Helper	13.05
13640 - Millwright	20.58
13700 - Office Appliance Repairer	16.03
13740 - Painter, Aircraft	18.24
13760 - Painter, Maintenance	16.03
13790 - Pipefitter, Maintenance	17.37
13800 - Plumber, Maintenance	16.58
13820 - Pneudraulic Systems Mechanic	16.79
13850 - Rigger	16.79
13870 - Scale Mechanic	15.31
13890 - Sheet-Metal Worker, Maintenance	16.79
13910 - Small Engine Mechanic	15.31
13930 - Telecommunication Mechanic I	16.79
13930 - Telecommunication Mechanic II	20.16
13950 - Telephone Lineman	16.79
13960 - Welder, Combination, Maintenance	16.79
13960 - Well Driller	16.79
13970 - Woodcraft Worker	16.79
13980 - Woodworker	13.84
1400 - Personal Needs Occupations	
14570 - Child Care Attendant	7.15
14580 - Child Care Center Clerk	11.06
14600 - Chore Aid	6.58
14630 - Homemaker	10.63
1500 - Plant and System Operation Occupations	

2010 - Boiler Tender	17.76
2040 - Sewage Plant Operator	17.81
2070 - Stationary Engineer	17.76
2120 - Ventilation Equipment Tender	13.05
2210 - Water Treatment Plant Operator	17.81
3000 - Protective Service Occupations	
3000 - Police Officer	17.47
3004 - Alarm Monitor	11.95
3006 - Corrections Officer	13.55
3010 - Court Security Officer	14.51
3040 - Detention Officer	13.55
3070 - Firefighter	13.99
3100 - Guard I	8.94
3100 - Guard II	10.70
4000 - Stevedoring/Longshoremen Occupations	
4010 - Blocker and Bracer	15.07
4020 - Hatch Tender	15.07
4030 - Line Handler	15.07
4040 - Stevedore I	15.44
4050 - Stevedore II	16.96
5000 - Technical Occupations	
5050 - Graphic Artist	18.24
5010 - Air Traffic Control Specialist, Center (2)	29.10
5011 - Air Traffic Control Specialist, Station (2)	20.07
5012 - Air Traffic Control Specialist, Terminal (2)	22.09
5020 - Archeological Technician I	13.01
5024 - Archeological Technician II	14.63
5025 - Archeological Technician III	18.07
5030 - Cartographic Technician	19.12
5035 - Computer Based Training (CBT) Specialist/ Instructor	25.38
5040 - Civil Engineering Technician	18.89
5060 - Drafter I	11.46
5060 - Drafter II	12.90
5060 - Drafter III	16.21
5064 - Drafter IV	19.70
5081 - Engineering Technician I	15.58
5082 - Engineering Technician II	16.67
5083 - Engineering Technician III	20.54
5084 - Engineering Technician IV	24.87
5085 - Engineering Technician V	29.05
5086 - Engineering Technician VI	35.89
5090 - Environmental Technician	16.43
5100 - Flight Simulator/Instructor (Pilot)	27.62
5100 - Instructor	19.90
5110 - Laboratory Technician	14.86
5140 - Mathematical Technician	19.70
5151 - Paralegal/Legal Assistant I	12.85
5152 - Paralegal/Legal Assistant II	15.60
5153 - Paralegal/Legal Assistant III	19.09
5154 - Paralegal/Legal Assistant IV	23.09
5190 - Photooptics Technician	19.70
5440 - Technical Writer	20.56
5491 - Unexploded Ordnance (UXO) Technician I	18.49
5492 - Unexploded Ordnance (UXO) Technician II	22.37
5493 - Unexploded Ordnance (UXO) Technician III	26.81
5494 - Unexploded (UXO) Safety Escort	18.49
5495 - Unexploded (UXO) Sweep Personnel	18.49
5601 - Weather Observer, Senior (3)	18.44
5602 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
5603 - Weather Observer, Upper Air (3)	17.04
6000 - Transportation/ Mobile Equipment Operation Occupations	
6030 - Bus Driver	10.39
6060 - Parking and Lot Attendant	7.51

1390 - Shuttle Bus Driver	10.10
1300 - Taxi Driver	10.29
1341 - Truckdriver, Light Truck	10.10
1342 - Truckdriver, Medium Truck	11.06
1343 - Truckdriver, Heavy Truck	14.64
1364 - Truckdriver, Tractor-Trailer	14.64
0000 - Miscellaneous Occupations	
0000 - Animal Caretaker	7.99
0000 - Cashier	7.67
0041 - Carnival Equipment Operator	10.00
0041 - Carnival Equipment Repairer	10.49
0043 - Carnival Worker	7.12
0050 - Desk Clerk	8.10
0091 - Embalmer	17.93
0150 - Lifeguard	8.88
0110 - Mortician	21.33
0150 - Park Attendant (Aide)	11.14
0400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.22
0500 - Recreation Specialist	13.50
0510 - Recycling Worker	12.27
0610 - Sales Clerk	8.88
0610 - School Crossing Guard (Crosswalk Attendant)	9.62
0610 - Sport Official	7.72
0630 - Survey Party Chief (Chief of Party)	13.67
0630 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.43
0630 - Surveying Aide	8.54
0690 - Swimming Pool Operator	10.63
0710 - Vending Machine Attendant	10.43
0710 - Vending Machine Repairer	12.22
0710 - Vending Machine Repairer Helper	10.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or predecessor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or predecessor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

PAID DAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

NOT APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to (immediate or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

UNIFORM ALLOWANCE **

Employees are required to wear uniforms in the performance of this contract whether by the terms of the Government contract, by the employer, by the state or local law, etc.). The cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1441 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such unlisted classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

3. After preparing the bid, the contractor identifies the need for a conformed classification and computes a proposed rate).

4. After contract award, the contractor prepares a written report listing in order (proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage request, including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees perform any contract work.

5. The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

6. Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

7. The contracting officer transmits the Wage and Hour decision to the contractor.

8. The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. After preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Performances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

CS&X&W&S&X&V

